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in the mortgage markets as originators and holders of mortgage assets. Because the Bank System does not set standards for the loans its members make, members have the flexibility to develop responsive credit products and underwriting standards. The Banks also enter into hedging transactions as intermediaries with their members, which assists the members with their asset-liability management.

Under the Affordable Housing Program (AHP), the Banks provide subsidized advances or direct subsidies to Bank members engaged in lending for long-term owner-occupied and affordable rental housing targeted to households with very low, low, or moderate incomes. This competitive program is financed from a specified percentage of each Bank's previous year's net income. The greater of $100 million or 10 percent of the previous year's net income is available for the program.

Under the Community Investment Program (CIP), each Bank provides advances priced at the Bank's cost of consolidated obligations of comparable maturities plus reasonable administrative costs, to members engaged in community-oriented mortgage lending. Advances are used for loans to finance rental and owner-occupied housing for families whose incomes do not exceed 115 percent of area median income and commercial and economic development activities that benefit low- and moderate-income families or that are located in low- and moderate-income neighborhoods.

To maintain access to long-term advances, Bank members must establish reasonable commitments to residential lending and community support activities. Every 2 years, the Finance Board reviews the community support performance of each member by taking into account factors such as each member's Community Reinvestment Act performance and its lending to first-time homebuyers. The Banks provide technical assistance to their members in meeting the community support standards.

Financing Corporation

The Financing Corporation (FICO) was established by the Competitive Equality Banking Act of 1987 (12 U.S.C. 1441) with the sole purpose of issuing and servicing bonds, the proceeds of which were used to fund thrift resolutions. The principal on the bonds was defeased with capital contributions from the Banks. The Corporation has a three-member directorate, consisting of the Managing Director of the Office of Finance and two Federal Home Loan Bank presidents.

The Financing Corporation operates subject to the regulatory authority of the Federal Housing Finance Board.

Sources of Information

Requests for information relating to human resources and procurement should be sent to the Office of Resource Management, at the address listed below.

For further information, contact the Executive Secretariat, Federal Housing Finance Board, 1777 F Street NW., Washington, DC 20006. Phone, 202–408–2500. Fax, 202–408–2895. Internet, http://www.fhfb.gov/.

FEDERAL LABOR RELATIONS AUTHORITY

607 Fourteenth Street NW., Washington, DC 20424–0001
Phone, 202–482–6560. Internet, http://www.flra.gov/.

Chair	PHYLLIS N. SEGAL
Chief Counsel	SUSAN D. MCCLUSKEY

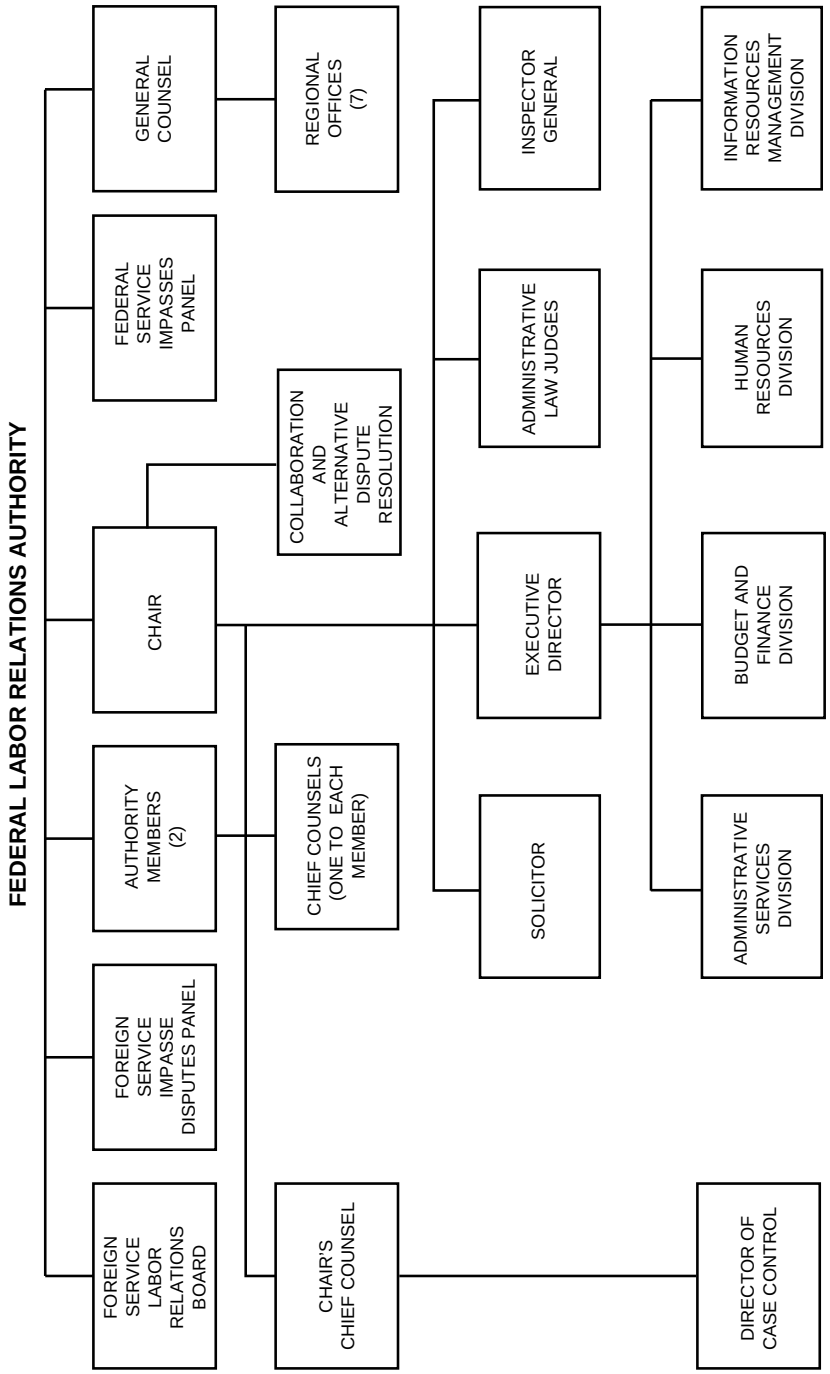
Director of External Affairs	PATTY REILLY
Member	DALE CABANISS
Chief Counsel	KIRK UNDERWOOD
Member	DONALD S. WASSERMAN
Chief Counsel	ALICE BODLEY
Chief Administrative Law Judge	SAMUEL A. CHAITOVITZ
Solicitor	DAVID M. SMITH
Executive Director	SOLLY J. THOMAS, JR.
Assistant to the Executive Director	HAROLD D. KESSLER
Inspector General	FRANCINE C. EICHLER
General Counsel	JOSEPH SWERDZEWSKI
Deputy General Counsel	DAVID L. FEDER
Director of Operations and Resources Management	CLYDE B. BLANDFORD, JR.
Assistant General Counsel For Legal Services	STEVEN SVARTZ
Assistant General Counsel for Appeals	CAROL W. POPE
Director, Collaboration and Alternative Dispute Resolution Program	FERN FEIL KAUFMAN
Federal Service Impasses Panel	
Chair	BETTY BOLDEN
Members	BONNIE P. CASTREY, EDWARD F. HARTFIELD, MARY E. JACKSTEIT,STANLEY M. FISHER, (2 VACANCIES)
Executive Director	H. JOSEPH SCHIMANSKY
Foreign Service Labor Relations Board	
Chair	PHYLLIS N. SEGAL
Members	TIA SCHNEIDER DENENBERG,RICHARD I. BLOCH
General Counsel	JOSEPH SWERDZEWSKI
Foreign Service Impasse Disputes Panel	
Chair	THOMAS COLOSI
Members	BETTY BOLDEN, DAVID GEISS,DOROTHY YOUNG, (VACANCY)

The Federal Labor Relations Authority oversees the Federal service labor-management relations program. It administers the law that protects the right of employees of the Federal Government to organize, bargain collectively, and participate through labor organizations of their own choosing in decisions affecting them. The Authority also ensures compliance with the statutory rights and obligations of Federal employees and the labor organizations that represent them in their dealings with Federal agencies.

The Federal Labor Relations Authority was created as an independent establishment by Reorganization Plan No. 2 of 1978 (5 U.S.C. app.), effective January 1, 1979, pursuant to Executive Order 12107 of December 28, 1978, to consolidate the central policymaking functions in Federal labor-management relations. Its duties and authority are specified in title VII (Federal Service Labor-Management Relations) of the Civil Service Reform Act of 1978 (5 U.S.C. 7101–7135).

Activities

The Authority provides leadership in establishing policies and guidance relating to the Federal service labor-management relations program. In addition, it determines the appropriateness of bargaining units,


FEDERAL LABOR RELATIONS AUTHORITY
FOREIGN SERVICE LABOR RELATIONS BOARD
FOREIGN SERVICE IMPASSE DISPUTES PANEL
AUTHORITY MEMBERS (2)
CHAIR
FEDERAL SERVICE IMPASSES PANEL
GENERAL COUNSEL
CHAIR'S CHIEF COUNSEL
CHIEF COUNSELS (ONE TO EACH MEMBER)
COLLABORATION AND ALTERNATIVE DISPUTE RESOLUTION
REGIONAL OFFICES (7)
SOLICITOR
EXECUTIVE DIRECTOR
ADMINISTRATIVE LAW JUDGES
INSPECTOR GENERAL
DIRECTOR OF CASE CONTROL
ADMINISTRATIVE SERVICES DIVISION
BUDGET AND FINANCE DIVISION
HUMAN RESOURCES DIVISION
INFORMATION RESOURCES MANAGEMENT DIVISION

supervises or conducts representation elections, and prescribes criteria and resolves issues relating to the granting of consultation rights to labor organizations with respect to internal agency policies and governmentwide rules and regulations. It also resolves negotiability disputes, unfair labor practice complaints, and exceptions to arbitration awards. The Chair of the Authority serves as the chief executive and administrative officer.

The General Counsel of the Authority investigates alleged unfair labor practices, files and prosecutes unfair labor practice complaints before the Authority, and exercises such other powers as the Authority may prescribe.

The Federal Service Impasses Panel, an entity within the Authority, is assigned the function of providing assistance in resolving negotiation impasses between agencies and unions. After investigating an impasse, the Panel can either recommend procedures to the parties for the resolution of the impasse or assist the parties in resolving the impasse through whatever methods and procedures, including factfinding and recommendations, it considers appropriate. If the parties do not arrive at a settlement after assistance by the Panel, the Panel may hold hearings and take whatever action is necessary to resolve the impasse.

The Foreign Service Labor Relations Board and the Foreign Service Impasse Disputes Panel administer provisions of chapter 2 of the Foreign Service Act of 1980 (22 U.S.C. 3921), concerning labor-management relations. This chapter establishes a statutory labor-management relations program for Foreign Service employees of the U.S. Government. Administrative and staff support is provided by the Federal Labor Relations Authority and the Federal Service Impasses Panel.

Regional Offices—Federal Labor Relations Authority

City/Address	Director	Telephone
Atlanta, GA (Suite 701, 285 Peachtree Center Ave., 30303–1270)	Brenda M. Robinson	404–331–5212
Boston, MA (Suite 1500, 99 Summer St., 02110–1200)	Edward S. Davidson	617–424–5730
Chicago, IL (Suite 1150, 55 W. Monroe, 60603–9729)	William E. Washington	312–353–6306
Dallas, TX (Suite 926, 525 Griffin St., 75202–5903)	James Petrucci	214–767–4996
Denver, CO (Suite 100, 1244 Speer Blvd., 80204–3581)	Marjorie K. Thompson	303–844–5224
San Francisco, CA (Suite 220, 901 Market St., 94103–1791)	Gerald M. Cole	415–356–5000
Washington, DC (Suite 910, 800 K St. NW., 20001)	Michael W. Doheny	202–482–6700

Sources of Information

Employment Employment inquiries and applications may be sent to the Director of the Human Resources Division. Phone, 202–482–6660.

Public Information and Publications The Authority will assist in arranging reproduction of documents and ordering transcripts of hearings. Requests for publications should be submitted to the Assistant to the Executive Director. Phone, 202–482–6560 or 202–482–6690, ext. 440. Internet, http://www.flra.gov/.

Reading Room Anyone desiring to inspect formal case documents or read agency publications may use facilities of the Authority's offices.

Speakers To give agencies, labor organizations, and other interested persons a better understanding of the Federal service labor-management relations program and the Authority's role and duties, its personnel participate as speakers or panel members before various groups. Requests for speakers or panelists should be submitted to the Office of the Chair (phone, 202–482–6500); or to the Deputy General Counsel (phone, 202–482–6680).

For further information, contact the Assistant to the Executive Director, Federal Labor Relations Authority, 607 Fourteenth Street NW., Washington, DC 20424–0001. Phone, 202–482–6560. Internet, http://www.flra.gov/.