

**ACTION**

April 29, 1980

# update...

**MAY**



**Older Americans Month**

# Senior Citizens Disprove Stereotypes by Continued Involvement

In 1963, President Kennedy proclaimed May Senior Citizens Month, beginning a tradition that continues today as Older Americans Month. It is a time to honor the many achievements of older persons in this country -- including the almost 290,000 people who serve in ACTION's Older Americans Volunteer Programs -- Retired Senior Volunteers, Foster Grandparents and Senior Companions.

Noting the importance of older Americans, ACTION Director Sam Brown said, "We must set about changing the way society views 'oldness' in America. We need to get rid of those labels that plan our obsolescence. It is in everyone's interest -- old and young alike -- to work toward that end."

Brown added that "older Americans are showing it is people -- their reassurance and concern -- not technology that solves problems. In the field of energy, for example, it doesn't take a new set of technology, but it does take people and their time, wisdom and commitment to energy conservation to get us all out of the energy crisis that now confronts us."

OAVP Director Helen Kelley said that Older Americans Month allows us "to honor in a public way, not only what older citizens have achieved in their past, but what they continue to do. It is good for us, at whatever age, to see evidence that all of life is a development and that the later years incorporate and multiply the strengths of the younger years."

A number of celebrations will be held nationwide to pay tribute to America's senior citizens. In Dubuque, Iowa, the month begins with a proclamation by the mayor, and on May 3, all churches will honor their older parishioners. Senior centers and nursing homes will hold open houses during May to enable older residents to learn about available services. And during a Senior Citizens Law Day, a panel of town lawyers will address legal problems common to many older people.

The high point of the month in Dubuque is the senior prom, held at a local hotel, where participants receive free room and refreshments. A local bank will sponsor entertainment, and the Girl's Club of Dubuque will provide transportation for more than 1,000 people.



Ohio also plans a series of celebrations. A shopping mall in Steubenville is scheduled to hold a Senior Information Day at which social service agencies will distribute information on services available to senior citizens. Local restaurants plan to offer older citizens free soup and sandwiches.

In Mahoning County, RSVPs will serve, for a day, as honorary mayor, sheriff and city engineer. A local radio station in Portsmouth, Ohio, is to announce the names of senior volunteers over the air. And Belmont County will hold a formal dance for close to 1,000 senior citizens.

In Marietta, a street fair from morning to late afternoon, will be held for the fourth year in a row, and one Sunday in May has been set aside as Senior Citizens Day.

In Illinois, ACTION, in conjunction with the Governor's Office, will sponsor a number of volunteer recognition activities throughout the state; and in New York, a statewide recognition and training conference will honor over 1,100 Foster Grandparents.

Seattle plans the first of what is to become an annual event--an amateur sports contest for people over 50. Competition will be in golf, swimming, track and field, tennis, squash, racquetball and pickleball -- a combination handball and tennis game which originated in Seattle. An awards ban-

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# Some ACTION Support Functions Transfer to Peace Corps

During the past year, the directors of ACTION and the Peace Corps and their staffs, with input from the Office of Management and Budget (OMB) and the Office of Personnel Management (OPM), have worked to achieve and finalize the autonomy of the Peace Corps.

The President's Executive Order of May 16, 1979, establishes the Peace Corps as an autonomous agency within ACTION, and gives its director control over Peace Corps policy operations, budget and crucial support functions.

The resulting transfer of functions and personnel that will enable Peace Corps to carry out its new mandate, was recently agreed upon by directors Sam Brown and Dick Celeste.

The transfer process was complicated by the dual GS and FS systems in the agencies, and the commitment of ACTION and Peace Corps to accomplish this "in a manner which minimizes disruption of programs and at the same time minimizes hardships to employees," as stated in the President's Order.

Since Peace Corps staff works under an excepted personnel system with time-limited tenure, Brown and Celeste sought advice from OPM regarding the transfer of GS employees to the FS system. They were notified recently that on a one-time basis, on-board personnel whose functions are being transferred, would go to Peace Corps as GS employees

and would carry with them their competitive status. Any affected position that is subsequently vacated—such as by resignation or retirement—would then be filled by an FS employee.

There are currently 32 positions within ACTION scheduled for transfer to Peace Corps. Twelve of these positions are vacancies, and the other 20 are in the offices of Administration and Finance, Policy and Planning, General Counsel and Legislative and Governmental Affairs.

In a memorandum on April 2, 1980, Sam Brown announced the general transfer of functions, and stated that affected employees will receive official and specific notification of their transfer, along with a full explanation of their rights. He also outlined a special early retirement authority that allows ACTION headquarters employees, GS 1 - 15, who have completed 25 years of government service or who are 50 years of age and have completed 20 years by April 30, 1980, to retire voluntarily at a reduced annuity. However, Brown said that no employee would be pressured or coerced to retire.

The final agreement on personnel transfers is now being reviewed by the ACTION Employees' Union, and following its review, specific notice of personnel actions will be sent to the employees in question.

## Older Americans

quet will follow the sports contest.

Nationwide, more than 10,000 community forums will identify and discuss issues that affect the elderly. These issues are to be addressed at the White House Conference on Aging in 1981.

Community health fairs for the elderly, focusing on health and disease control, have become traditional. Last year, over 350 communities in 42 states and territories held Older American Health Fair days. The Administration on Aging (AOA),

the National Health Screening Council (NHSC) and the American Red Cross work together to train organizations interested in promoting health fairs.

These celebrations are only a few of many similar events being held all over the country to recognize the contributions and dedication of our older citizens — citizens who care, who are still involved, and who are doing much to make life better for everyone.

STAFF SPOTLIGHT:

# Mary Cramer

“The development of ACTION’s older American programs is one of the best things that happened to older people and to America,” says Mary Cramer, Retired Senior Volunteer program (RSVP) program specialist in ACTION’s office of Older Americans Volunteer Programs (OAVP).

“What makes these programs – RSVP, Foster Grandparents and Senior Companions – so special,” she says, “is their treatment of older people as valuable resources rather than as helpless individuals. This has changed the way the country sees them and the way they see themselves.

“Our society places such importance on productivity,” Cramer continues. “And when people suddenly feel unproductive, like the retiree or the homemaker whose children have left home, they can become destroyed. Our programs give them the chance to feel vital and needed once again and make it possible for the community to receive important services. You can’t get enough OAVP volunteers today to meet community needs in this country.”

Cramer, a nun with the order of the Sisters of Charity, BVM, has worked with a variety of age groups, including second graders and college students. After teaching history at Mundelein College in Chicago, she became dean of women there in 1955, serving in that position until 1968.

While serving as personnel director at the Sisters of Charity teaching group in Dubuque, Iowa, in 1971, Cramer learned of a new local program called “Project Concern for the Elderly.” “Because of my personnel background, I was asked to join the staff as a job counselor,” she says. Cramer accepted the position.

This eventually led to a job at the Iowa Commission on Aging, as a resource specialist for the budding RSVP program in Des Moines.

“It was an exciting time for me,” she recalls, “I had the chance to develop a program, to sell it to the community.” She did this in “every way possible – personal contact, public speeches, meetings and conferences. I love a challenge, and I love to organize,” Cramer says.

Three years later she became a program officer in the then new ACTION State Program Office in Des Moines, and in 1977 she joined the OAVP staff

in Washington. “The position presented me the opportunity to move east and a new job challenge,” Cramer says.

“I enjoy my position here,” she adds. “While I miss the people-to-people contact at the grassroots level, the headquarters position provides a broader



outlook that I didn’t have before.”

ACTION’s intensive efforts to meet basic human needs have been particularly good for the elderly, Cramer feels. “Our programs are more ‘gutsy’ than ever before. Older volunteers are now helping people meet energy needs, establishing food co-operatives, providing fixed income counseling, working with disadvantaged youth and teaching refugees. These are tasks which many volunteers thought they never could do. But they are doing it.”

She is looking forward to the White House Conference on Aging to be held next year. “This will be a significant occasion,” she says “It will call attention to the needs and activities of older

(cont. page 11)

# Nominations Now Being Accepted

## Awards for Exceptional Service in Field of Poverty

Friends of VISTA, a private, non-profit organization formed to support public and private volunteer service agencies, is accepting nominations for a series of awards to honor individuals who have given exceptional service and work to end poverty in America.

The awards are to be announced and presented June 13, in Washington, D.C., at the round-up of the six-month-long, national VISTA 15th Anniversary Campaign. In an evening of musical tribute to VISTA at the John F. Kennedy Center for the Performing Arts, the awards, which may also be made posthumously, will be given to individuals who have shown an outstanding commitment to, and whose work exemplifies the ideal of social and economic justice for disadvantaged Americans over the past 15 years.

All ACTION staff is urged to nominate candidates in the following ten categories: Arts; Business; Citizen Activism; Economic and Civil Rights; Ed-

ucation/Research; Former VISTA Volunteers; Journalism; Labor; Public Service and Voluntary Service/Private Sector. Nominating forms may be obtained in rooms M-1100 or P-303. The deadline for nominations is April 30.

The winner in each category will receive an award consisting of a one-of-a-kind craft creation, produced in VISTA-assisted craft or farm cooperatives such as patchwork quilts, hand-woven tapestries, shawls, wood carvings or crockery. In addition, four Certificates of Recognition will be given in each category.

Awards will recognize exceptional accomplishments such as landmark legislation, new techniques, outstanding projects, innovative organizing, visionary leadership, increasing public awareness, books, films, music, speeches and other lasting contributions to voluntary service and anti-poverty efforts.

## Awareness of Women's Issues, Concerns is Focus of May Activities

"Where Are We Going in the '80s?" is the topic of the keynote address, to be delivered by ACTION Deputy Director Mary King at the kick-off of Women's Awareness Month.

The agency's Federal Women's Program Advisory Committee (FWPAC), which is presenting a series of awareness activities, designated May as the month devoted to women's issues.

King will speak at 10:00 A.M., April 30 in Room 522, at ACTION headquarters, 806 Connecticut Ave. N.W.

In addition, a panel of speakers will focus on one of four different themes during sessions at headquarters to be held each Wednesday in May.

The topics of discussion are: Identifying and Coping with Stress, May 7, 12:00 M - 2:00 P.M.; Alternative Ways to Obtain Credentials, May 14, 12:00 M - 1:00 P.M.; Federal Administration and Management Careers, May 21, 2:00 P.M. - 3:00 P.M.; and Improving Negative Job Situations Within ACTION, May 28, 10:00 - 11:30 A.M.

ACTION Director Sam Brown has encouraged employees to attend as many meetings as possible during Women's Awareness Month, which is sponsored by the Office of Compliance. More detailed schedules for each session will be announced shortly by FWPAC.

# Peace Corps Country Co-Directors Provide Dual Talents and Energy

The two-career couple is certainly a fact of American life.

But what about overseas, especially in the developing world, where women with jobs—especially married women—are still a novelty? Should wives be expected to put their careers on hold while their husbands do a career stint?

Conversely, should American agencies overseas risk depriving themselves of talent because couples won't go where both spouses can't work?

Peace Corps grappled with that issue for years before evolving, in 1977, a novel "co-directorship" program, unique to government.

The co-director arrangement is a way of taking advantage of the abilities of both halves of a marriage and of providing career credit for services rendered. And, it responds to the reality that Peace Corps spouses always have contributed much to the agency's programs overseas while receiving little official recognition.

In a co-directorship, the job-sharing arrangements are made by each couple according to the skills of the individuals. Each has equal authority. The only criterion for selection of a husband-and-wife team to a co-directorship is that each be qualified to hold the post alone.

Each team fills two equal, part-time positions splitting a single salary for the two-and-a-half year assignment. In practice, with the 24-hour-a-day

nature of a PC directorship, both members quite likely work more than full time.

As co-director Elsa Rush in Botswana, explains it, "We feel unambivalently that the co-directorship is a wonderful idea, and is working well here. Any problems or potential problems are vastly outbalanced by advantages...both to the directors, who have someone to share responsibilities with, and to the Peace Corps that gets two for the price of one—I guarantee neither of the co-directors is working half time.

"And there is what Norman calls the 'Bi-location Advantage,' If a director ought to be in two places at once, co-directors can do it...

"Possibly you should consider a tri-directorship... a ménage à trois," joked Rush.

Currently, Peace Corps co-directors are serving in Botswana (Elsa and Norman Rush); the Philippines (Liz and John Abernethy); the Solomon Islands (Ann and Terry Marshall); Brazil (Pam and Phil Lopes); Morocco (Edmee and Leo Pastore); the Eastern Caribbean (Carol and Tom Crawford); and Guatemala (Caroline and Len Rose-Avila).

Recently, three other couples were selected and will soon be overseas as co-directors: Rhoda and Earle Brooks in Chile; Jean and Pedro Lujan in Costa Rica, and Lynn Lederer and Les Long in the Central African Republic.



*Edmee and Lou Pastore*

# Hatch Act Limitations on Federal Employees

*(Editor's Note) In this 1980 election year, Alan K. Campbell, director of the Office of Personnel Management, has issued a memorandum outlining the restrictions of the Hatch Act on all Federal employees regarding their political activities. Federal employees, as well as all citizens, are encouraged to vote for any candidate of their choice. However, there are certain limitations that government employees must observe.*

*The following memorandum should clear up many questions you may have regarding the Hatch Act. Further information may be obtained by contacting the OPM Office of Special Counsel, 1717 H St., N.W., Washington, D.C. 20419. Tel: (202) 653-7140.*

*We suggest that all ACTION staff remove this insert and keep it handy for future reference.*

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It is important to note the Act's prohibitions, outlined below, are in effect whether the employee is on duty or off duty. Employees are subject to the restrictions while on leave.

There also has been some confusion about whether the Hatch Act applies to Schedule C employees and to certain types of appointees in the Senior Executive Service (SES). These employees are covered by the Act. The only employees excepted from the prohibitions against active political management and political campaigning are: an employee paid from the appropriation for the Office of the President; the head or assistant head of an executive department or military department; an employee appointed by the President, subject to Senate confirmation, "who determines policies to be pursued by the United States in its relation with foreign powers or in the nationwide administration of Federal laws".

Most municipalities and political subdivisions in the Washington, D.C. vicinity have been exempted from certain of the Hatch Act's restrictions. Employees who reside in these localities may take an active part in political management or in political campaigns in connection with partisan elections

for local offices, so long as the participation is as, on behalf of, or in opposition to an independent candidate. In these localities, candidacy for or service in public office may not result in interference with the performance of the employee's duties, nor create a conflict or apparent conflict of interest.

## Political Activities Prohibited by The Hatch Act

The general prohibitions on Federal employees are that they may not use their official authority or influence to interfere with or affect the result of an election, and that they may not take an active part in partisan political management or in partisan political campaigns. These are some of the prohibited activities:

- You may not be a candidate for nomination or election to a national or state office.
- You may not become a partisan candidate for nomination or election to public office.
- You may not campaign for or against a political party or candidate in a partisan election for public office or political party office.
- You may not serve as an officer of a political party, a member of a national, state or local committee of a political party, an officer or member of a committee of a partisan political club, or be a candidate for any of these positions.
- You may not participate in the organizing or reorganizing of a political party, organization or club.
- You may not solicit, receive, collect, handle, disburse, or account for assessments, contributions, or other funds for a partisan political purpose or in connection with a partisan election.
- Federal criminal statutes impose restrictions concerning contributions in connection with elections for Federal office. Specifically, you may not solicit political contributions from other Federal employees and no person may solicit or receive political contributions in buildings where Federal employees work. Also, one of these criminal statutes restricts your

ability to make political contributions to other Federal employees.

- You may not sell tickets for or otherwise actively promote such activities as political dinners.
- You may not take an active part in managing the political campaign of a candidate, in a partisan election for public office or political party office.
- You may not work at the polls on behalf of a partisan candidate or political party by acting as a checker, challenger, or watcher, or in a similar partisan position.
- You may not distribute campaign material.
- You may not serve as a delegate, alternate, or proxy to a political party convention.
- You may not address a convention, rally, caucus, or similar gathering of a political party in support of or in opposition to a candidate for public office or political party office, or on a partisan political question.
- You may not endorse or oppose a candidate in a partisan election through a political advertisement, broadcast, campaign literature, or similar material.
- You may not use your automobile to drive voters to the polls on behalf of a political party or candidate in a partisan election.

#### **Permissible Political Activities Under The Hatch Act**

- You have the right to register and vote as you choose in any election. Political activity restrictions do not relieve Federal employees of their obligation as citizens to inform themselves of the issues and to register and vote. Employees are urged to vote by being granted leave under certain circumstances to register or vote.
- You have the right to express your opinions as an individual, privately and publicly, on all political subjects and candidates as long as you don't take an active part in partisan poli-

tical management or partisan political campaigns.

- You may wear a political badge or button or display a political sticker on your private automobile, subject to work-related limitations.
- You may make a voluntary campaign contribution to a political party or organization.
- You may accept appointment to public office, provided service in the office will not conflict or interfere with the efficient discharge of your Federal duties.
- You may participate in a non-partisan election either as a candidate or in support of (or in opposition to) a candidate, and you may, if elected, serve in the office if such service will not conflict or interfere with your Federal duties.
- You may serve as an election clerk or judge, or in a similar position, to perform non-partisan duties as prescribed by state or local law.
- You may be politically active in connection with an issue not specifically identified with a political party, such as a constitutional amendment, referendum, approval of a municipal ordinance, or similar issue.
- You may participate in the non-partisan activities of a civic, community, social, labor, professional, or similar organization.
- You may be a member of a political party or other political organization and attend meetings and vote on issues, but you may not take an active part in managing the organization.
- You may attend a political convention, rally, fund-raising function, or other political gathering, but you may not take an active part in conducting or managing such gatherings.
- You may sign petitions, including nominating petitions, but may not initiate them or canvass for signatures, if they are nominating petitions for candidates in partisan elections.
- You may petition Congress or any Member of Congress, such as by writing to your Representatives and Senators to say how you think they should vote on a particular issue.





*Ann and Terry Marshall*



*John and Liz Abernethy*



*Elsa and Norman Rush*

# PWIP Aims at Better Employee/Management Relationships

**T**he following article on the Participatory Work Improvement Program (PWIP) was written by Chuck Crawford, an evaluation specialist in the Office of Policy and Planning and co-chair of the PWIP Steering Committee. Some of the material was extracted from a report prepared by Barbara Lenkerd of the Harvard Project on Technology, Work and Character. This group, which also includes Michael Maccoby and Maggie Duckles, acts as a consultant to the committee and is a recognized authority in establishing alternative, cooperative working relationship between labor and management.

The success of PWIP during its first two years, has reached a point that an ACTION Steering Committee, composed of union and management representatives, is seeking to institutionalize the process. The goal of the Participatory Work Improvement Program is to increase the effectiveness of ACTION programs through an improved work situation that incorporates the human development principles of job security, equity, participation in decision-making and individual development.

The PWIP Committee has concentrated on implementing the principles, educating staff as to benefits and methods, and developing support for the program. It has been a resource to offices and staff that have attempted to study and reorganize their work and environment. Work improvement activities are now taking place in three domestic regions: San Francisco, Chicago and New York, as well as in four headquarters offices: OAVP; Peace Corps Placement; OPP/Evaluation-D.O. Branch and VISTA/Educational Programs.

These offices developed goals and criteria for alternative ways of working that are appropriate to their functions and needs. A variety of policy, structural and procedural issues were addressed.

Some of these were: clarifying the mission and functions of the office and the role of all staff; reorganizing an office into work-teams designed by participants; developing structures and procedures for clerical work; allocating floor space; decentralizing certain functions from a regional to a state level; improving communications and information-sharing; and rewriting job performance standards with broad participation. Each office was unique in its focus, process and outcome. All of the offices now have increased participation with group problem-solving based on mutually agreed upon principles.

One of the most far-reaching PWIP initiatives was Flexitime, later replaced by the Alternative Work Schedules (AWS) program. Both phases were sponsored by the PWIP Steering Committee. A joint union-management committee developed and wrote the ACTION Order for Flexitime—the first time a combined group wrote an official order.

During the next year, the committee intends to expand the PWIP project throughout the agency. This will be accomplished through regional and headquarters work-design and communication on PWIP activities through periodic news releases. A Management Leadership Study is being conducted to identify qualities of a "good manager".

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*Anyone interested in more information on the Participatory Work Improvement Program, please contact Chuck Crawford or Diane Wildy on FTS-254-7983 or Paul Gibson on FTS-353-8283.*

# Agency Initiatives Address Needs of Rural Poor

**A**lthough considered to be the breadbasket of the world, America is also a place where millions of people suffer from inadequate diets and health care, and lack of transportation and access to needed services. A large number of these people live in rural areas.

ACTION's former Director of Domestic Operations John Lewis addressed these problems in a 1978 speech before the House Subcommittee on Family Farm, Rural Development and Special Studies. He said, "Those who serve in the 480

older American volunteer projects in rural areas or the 288 VISTA projects, are aware of the problems the rural poor experience, including a disproportionately high rate of malnutrition and unemployment. The rural poor frequently live in dilapidated homes and suffer from poor health because these facilities are few and far between."

ACTION has long been involved in programs to alleviate the special problems of the rural poor. Approximately 40 percent of the VISTA volunteers continue to provide self-help opportunities for these people to meet their own needs. And about half of the volunteers in ACTION's Older Americans Volunteer Programs reach out to the isolated rural elderly, giving them the opportunity to remain in contact with their communities.

In a recent move to help rural communities meet their needs, the Office of Policy and Planning (OPP), awarded a \$46,594 grant to the Human Economic Appalachian Development (HEAD) Corporation, a federation of 19 community-based groups in central Appalachia - West Virginia, Virginia, Ohio, Kentucky and Tennessee.

The grant provides for the establishment of a credit union, based in Berea, Ky. with a branch in all 19 communities, managed by local, low-income people. Each branch will offer full credit union services.

"Core" groups of three well-informed, trained community volunteers in each branch will serve as educators and developers, urging people to save and educating them to the advantages of borrowing from a credit union. One person in each core group will counsel individuals and families in budgeting, buying, saving, lending and insurance.

"This project represents a new 'network' approach to the operation of credit unions," says OPP grant manager Calvin Dawson. "Until now, credit unions in Appalachia operated on an individual basis, often with inadequate financial and human support, causing many people to miss out on their advantages."

So far, eight of the 19 branches are in operation, and membership is limited to the board of directors and HEAD employees and their families. But as each branch becomes more knowledgeable and confident, it will spin off and obtain a charter to take in other interested community residents,



Dawson says. Potential membership in the credit union could involve well over half-a-million families.

The needs of the rural poor have been a long-standing concern of the agency. In June, 1978, ACTION Director Sam Brown pledged that the agency would "respond even more sensitively to rural problems and needs" by creating a Rural Initiatives Task Force to closely examine the agency's programs and make recommendations. As part of that pledge, ACTION co-sponsored, along with the Community Services Administration (CSA) and the U.S. Department of Agriculture (USDA) five regional small farms conferences, held between July and September, 1978, where small farmers aired their needs and ACTION examined how it could respond to those needs.

After these conferences, ACTION initiated several special projects at the local, state and national levels to benefit the rural poor, including small farm families. For example, the state director in northern California, in conjunction with representatives from CSA, USDA and a producer-consumer food organizing group, developed a direct marketing co-op project for poor rural farmers in Yuba, Sutter and Humboldt counties.

Past issues of ACTION Update have featured agency initiatives in the field of rural energy. An important VISTA project is the New Mexico Solar Energy Association, a demonstration program that helps low-income people construct and maintain

solar greenhouse structures and crop dryers to improve growing and food preservation.

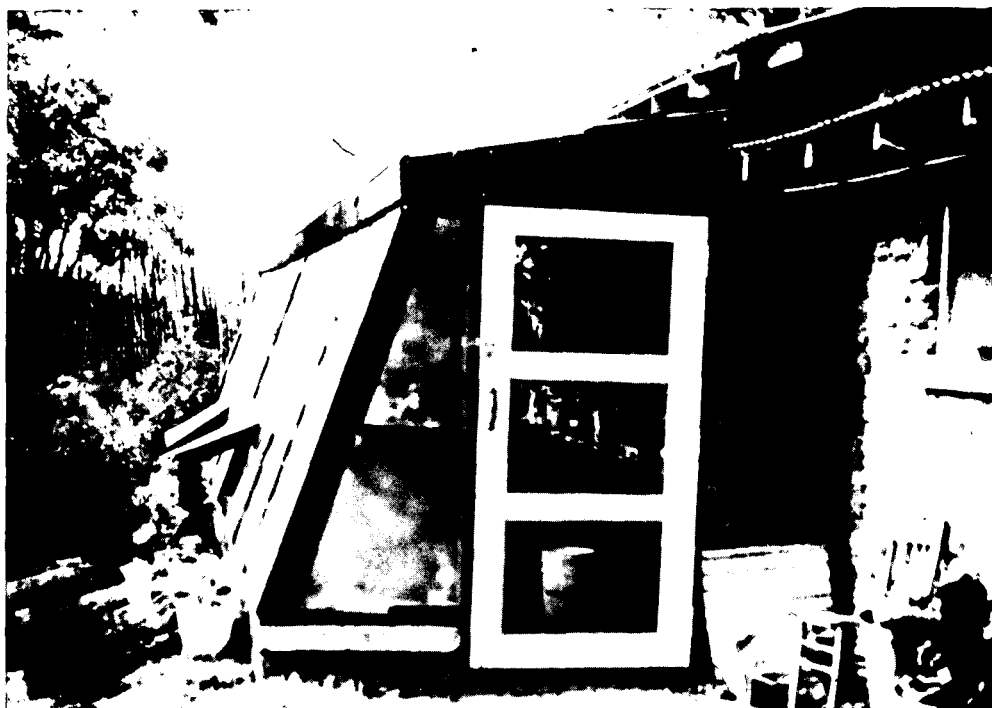
In addition to meeting the needs of small farmers, ACTION is also addressing other problems that affect all rural poor - health, housing, education and community service. For instance:

In Hannibal, Mo., RSVP volunteers trained in health care are providing services, such as movement of bedfast patients, intravenous feedings, medicare and transportation assistance, to delay institution of the frail elderly.

In Chico, Cal., VISTA volunteers with the Chico Housing Improvement Program are organizing low-income families and assisting them in obtaining loans for energy conservation remodeling.

In West Virginia, an ACTION demonstration grant to Morris Harvey College made possible the publication and distribution of Yellow Pages for West Virginia Women. The publication contains information on the availability of community resources and self-help suggestions for the isolated poor in the state.

"The process of designing and implementing rural initiatives is a continuous one, for which there cannot be, in any realistic sense, a timetable," says Theron Bell, special assistant in the Office of Domestic and Anti-Poverty Operations. "The examples mentioned represent only a few of the steps in ACTION's ongoing process of helping to meet the needs of the rural poor in America."



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citizens and to the need for improved legislation affecting them."

Older people, says Cramer, should be considered for employment under Affirmative Action, "just as minorities and females are. And I think ACTION has done well in that regard. Hopefully, the accumulated wisdom and experience of my years has made me a more valuable employee. I like to think so." At 67, she is a member of the Grey Panthers which she calls "the feistiest group of older

citizens I have ever seen."

People familiar with Cramer's background, frequently ask with which age group she prefers working. Cramer, however eloquent a spokesperson for the elderly, shows her concern for all people in her response - "I would have to say that my experience with each group has been enormously satisfying and rewarding. In its own way, each age group is special."

## ACTION First Agency to Meet Carter's CPR Goals

ACTION is the first federal agency in the Washington, D.C. metropolitan area to achieve the emergency lifesaving cardio-pulmonary resuscitation (CPR) training goals endorsed and promoted by President Carter and the American Heart Association.

According to George Kreiner, employee health coordinator for ACTION and CPR training coordinator, the agency trained employees in this technique from February, 1978 to December, 1979. A government order, issued in September, 1977 set a training goal of 25 percent of the federal workforce over the next five years.

CPR is used to save the lives of victims of heart attack, electric shock, near-drowning, concussion, drug overdoses and other situations where circulation and breathing have stopped.

At the end of December, 1979, 170 out of 600 headquarters employees - 28 percent, - had been trained in CPR, in addition to several employees in the Boston, Denver and Chicago regional offices.

ACTION certified training staff, including Kreiner, Joe Bass and Manny Mandel, also helped train people in three other federal agencies - the Small Business Administration, the Overseas Private Investment Corporation and the Department of Agriculture. Ivan Alio, Cheryl Bues and Barbara Pyle are also assisting as trainers for ACTION.

For the seven-hour-long sessions, ACTION purchased two introductory educational films and an adult and infant mannequin on which trainees could practice the newly-learned techniques. The American Heart Association provided materials and training for instructors.



*Kreiner demonstrates CPR techniques.*

Kreiner says he would like to revive CPR training at ACTION on a larger scale if the interest is great enough. "It is a crucial lifesaving method, and one which I strongly believe every person should be able to apply," says Kreiner, who once assisted in saving a heart attack victim through CPR.

He added that the agency would like to begin a recertification program in June for employees already trained in CPR. Each recertification session would last approximately three-and-a-half hours.

Those interested in further information should contact George Kreiner at FTS-632-8795.

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## DIRECTOR OFFICE OF SPECIAL SERVICES

Nora Pacheco has joined the Peace Corps staff as director of the Office of Special Services. In this capacity she will direct the office that provides administrative and counseling support to volunteers overseas and assists with volunteer and family emergencies.

Pacheco came to Peace Corps from Chicago, where she worked at the Casa Central, a nonprofit, family assistance agency. Her initial job there was to conduct emergency and crisis intervention, and family and group therapy sessions. Later, Pacheco was appointed supervisor of the Child Welfare Unit of that agency. Before moving to Chicago, Pacheco served as a caseworker for the Department of Social Services in her native Puerto Rico.

In 1968, Pacheco received a bachelor's degree from the University of Puerto Rico, and in 1967, an MA in social work at the University of Chicago.

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## NEWS BUREAU CHIEF

Paul Lockwood has been appointed chief of the News Bureau in the Public Affairs Branch of ACTION's Office of Recruitment and Communications. In this capacity he will direct all headquarters press and media coverage of ACTION and Peace Corps programs.

Lockwood's extensive communications background include a position as director of editorial

services for the National Association of Manufacturers and as corporate public relations manager at Fairchild Industries.

Earlier, Lockwood wrote, produced and anchored news for local TV and radio stations in Maryland and California. He also worked for local radio stations and newspapers in Chicago.

Lockwood has a BS and MS in journalism from the Medill School of Journalism, Northwestern University in Evanston, Ill.

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## OPP/P PLANNING SYSTEMS OFFICER

David Meuser is the new planning systems officer in the Office of Policy and Planning (OPP/P). He is responsible for the planning aspects of the Zero Based Budget (ZBB), the Current Year Operating Plan System (CYOPS), and quarterly reviews of ACTION's operating budget.

Upon joining ACTION in 1974, Meuser served as special assistant to the director of VISTA, and then worked for Domestic Operations headquarters with primary responsibility for managing the DO planning process. He joined OPP in 1977.

Meuser, who began his professional career in educational administration in Florida, has a doctorate in educational administration and supervision from Florida State University in Tallahassee. He received his BA in social sciences and English and his master's degree in educational foundations from the University of Florida in Gainesville.

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## ACTION UPDATE

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