



# FLRA NEWS

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## **FLRA ANNOUNCES APPOINTMENTS TO THE FOREIGN SERVICE IMPASSE DISPUTES PANEL**

Carol Waller Pope, Chairman of the Federal Labor Relations Authority (FLRA), has appointed Betty Bolden, May Baptista, John C. Sullivan, and Shawn Hooper as members of the Foreign Service Impasse Disputes Panel (Foreign Service Panel). Mary Jacksteit – who also currently serves as the Chairman of the Federal Service Impasses Panel (FSIP) – continues to serve as Chairman of the Foreign Service Panel. Chairman Pope stated that she was pleased to appoint such highly qualified individuals.

Betty Bolden served previously as Chair of the FSIP, having been appointed by President Clinton on October 4, 1994. On January 11, 1995, she was reappointed for a full 5-year term. Prior to her appointment, Ms. Bolden was a career Federal employee of the U.S. Department of Labor (DOL), rising to the level of Associate Deputy Secretary of Labor in 1993, where she acted as liaison to DOL program agencies and the Deputy Secretary. This is Ms. Bolden's second appointment as the public member of the Foreign Service Panel. She was previously appointed to a 3-year term that began on December 5, 2010. Ms. Bolden has a wealth of federal-sector experience in the areas of administration, personnel, and labor-management relations. She has been a part-time, self-employed dealer of out-of-print books since 1988, and is a resident of the District of Columbia.

May Baptista is a Foreign Service Officer with the U.S. Department of State. She is currently the Deputy Division Chief of Cultural Programs and the acting Division Chief of Sports Diplomacy in the Bureau of Educational and Cultural Affairs. Ms. Baptista began her Foreign Service career in 2002. She has served overseas as the Deputy Cultural Affairs Officer in Berlin, Germany, and as Consular Officer in Bogota, Colombia and in Tijuana, Mexico. Her previous domestic tours at the Department of State include as Policy Officer for the Office of East Asia-Pacific Affairs in the Bureau of International Information Programs, and as Watch Officer in the Nuclear Risk Reduction Center. Prior to joining the Foreign Service, Ms. Baptista also served in the Economic Section in San Salvador, El Salvador, and in the Bureau of Public Affairs, Office of Press Relations. During her career, she has earned numerous Department of State superior and meritorious honor awards. She has a Bachelor of Arts degree in international studies and economics from California State University, Long Beach and a Master's degree in International Affairs from the University of California, San Diego. Ms. Baptista completed the Public Policy and International Affairs Fellowship Program at Princeton University. She was a recipient of the Thomas R. Pickering Undergraduate Foreign Affairs Fellowship and the President's Scholars Program. Ms. Baptista speaks Spanish, German, and Ilocano.

John C. Sullivan is the Department of State Chair at the U.S. Marine Corps University and is a faculty member of the Marine Corps War College. Mr. Sullivan is a career member of the U.S. Foreign Service with the rank of Counselor. He joined the Foreign Service in 1990. Following training rotations in Washington and Tegucigalpa, he served as Assistant Cultural Attaché, Guatemala City; Assistant Press Attaché, Santiago; and Country Program Officer, Seoul. In 1999, he was assigned to Washington, where he served as the Sub-Saharan Desk Officer in the Bureau of International Narcotics and Law Enforcement Affairs. In 2001, he was seconded to the Office of the Secretary of Defense under the State/Defense Exchange program, where he served in SO/LIC as a Senior Political Military Affairs Officer and, later in the tour, as Director of the Peace Operations Office. In 2003, he returned to the Department of State as Desk Officer for Eastern Europe, Turkey, and Iraq in the Office of the Coordinator for Counterterrorism. In 2006, he was assigned as Press Attaché in Ukraine. In 2008, he was again posted to

the Bureau of International Narcotics and Law Enforcement Affairs, this time as Director of the Office of Policy, Planning, and Coordination. In 2010, he was posted to Iraq as a political military affairs officer. In 2011, he was assigned as the Public Affairs Officer in the U.S. Mission to the European Union. Mr. Sullivan earned a Bachelor of Arts in political science from UCLA and a Master of Fine Arts from the UCLA film school. He holds the Department of State Superior Honor Award, the Department of State Meritorious Honor Award, and the Office of the Secretary of Defense Exceptional Civilian Service Award.

Shawn Hooper has over 25 years of experience in the employee and labor-relations disciplines. He currently serves as the Director of the Office of Employee and Labor-Management Relations, Human Resources Center (HRC), at the DOL. In this capacity, he oversees all of the DOL's employee and labor-relations activities, including labor and employee relations policy development and oversight. Mr. Hooper manages a team of federal human-resources professionals and senior contractors, while serving as the principle liaison to the DOL's field managers across the country. He also leads and coordinates all national labor negotiations with three DOL unions, which represent over half of the agency's 18,000 employees; and he manages the DOL's employee-relations portfolio, including arbitration and litigation strategy. Prior to his appointment to this position in 2014, Mr. Hooper served as the Administrative Officer for the HRC, where he managed all operational aspects of the organization and served as a principal senior advisor to the HRC Director. He previously served as Senior Advisor to the Director, Office of Workers' Compensation Programs, DOL from 2005-2012; Chief of Staff, Office of Federal Contract Compliance Programs, DOL from 2003-2005; and held senior management positions with the State of Minnesota in the areas of economic development and securities registration. Mr. Hooper is a graduate of the University of San Diego School of Law and the University of Minnesota-Duluth. He lives in Woodbridge, Virginia.

The Foreign Service Panel was created by the Foreign Service Act of 1980 (22 U.S.C. § 4110) to assist in resolving impasses arising in the course of collective bargaining under that Act over conditions of employment affecting Foreign Service personnel in the U.S. Information Agency, the USAID, and the Departments of State, Agriculture, and Commerce. The Act provides that the FLRA Chairman – who also serves as the Chairman of the Foreign Service Relations Board – appoints the five-member Foreign Service Panel members, and requires that it be composed of two members of the Foreign Service (who are not management officials, confidential employees, or labor organization officials); one member of the FSIP; one individual employed by the DOL; and one public member who does not hold any other office or position in the Government.

The FLRA administers the labor-management relations program for 2.1 million non-Postal federal employees worldwide, approximately 1.2 million of whom are represented in 2,200 bargaining units. It is charged with providing leadership in establishing policies and guidance related to federal sector labor-management relations and with resolving disputes under, and ensuring compliance with, the Federal Service Labor-Management Relations Statute (the Statute). The FSIP resolves impasses between federal agencies and unions representing federal employees arising from negotiations over conditions of employment under the Statute and the Federal Employees Flexible and Compressed Work Schedules Act.

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