



UNITED IN SERVICE & SUPPORT

COMMUNITY WEBINAR

HOW TO FIGHT BACK:

EFFECTIVELY ENGAGING IN FEDERAL ADVOCACY AND KNOW YOUR RIGHTS

WEDNESDAY, MAY 7, 2025

7:00 P.M.

CONDUCTED ON  zoom

Issue Spotting & Election of Remedies in Federal Sector Cases

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Pronouns: he/him



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Slides:

<https://www.taterenner.com/forkedslides.pdf>



Four main administrative avenues for raising these issues and obtaining relief

2

- **UNION GRIEVANCE PROCESS** (election when grievance filed first)
- **EEOC'S EEO PROCESS** (election when formal EEO complaint filed first), See 29 CFR part 1614
- **MSPB APPEAL** (election when MSPB appeal filed first)
- **OFFICE OF SPECIAL COUNSEL (OSC) COMPLAINT on Whistleblowing Retaliation** (election when OSC complaint filed before MSPB appeal)

OFFICE OF SPECIAL COUNSEL (OSC) WHISTLEBLOWER RETALIATION

- Complaints and disclosures must use Form 14 (including the on-line version at osc.gov) 5 C.F.R. 1800(c)(1). See lines 287-319 of the outline.
- Be sure to get a copy of the complaint when you file it. OSC cannot give you a copy during the investigation. After the investigation, it is available only through FOIA.
- If OSC determines that there is merit to a complaint, it may seek corrective action from the agency. If the Agency refuses, the OSC has prosecutorial authority (and discretion) to take allegations of unlawful activity to the MSPB for corrective action. It may also go to the MSPB and seek discipline of federal agency bad actors.
- Except for whistleblower and veteran retaliation complaints, if the OSC declines to seek corrective action, that is the end of the road.

Whistleblower Protection Act (WPA)

“It is critical that employees know that the protection for disclosing wrongdoing is extremely broad and will not be narrowed retroactively by future MSPB or court opinions. Without that assurance, whistleblowers will hesitate to come forward.”

S. REP. 112-155, * 5, 2012 WL 1377618, 2012
U.S.Code Cong. & Admin.News 589, 593

The WPA protects:

- Disclosures
- Participation
- Refusals to violate law, rules or regulations

Protected disclosures

At 5 U.S.C. § 2302(b)(8), the WPA protects:

- Lawful disclosures to anyone of
 - Violations of law, rule or regulation
 - Gross mismanagement, gross waste, abuse of authority
 - Substantial and specific danger to public health or safety
- Disclosures are lawful if they do not violate a law passed by Congress or an Executive Order “in the interest of national defense”. See outline, lines 211-236.
 - Violation of a regulation does not make a disclosure unlawful. *Dep’t of Homeland Sec. v. MacLean*, 135 S.Ct. 913 (2015)

Employer knowledge and “revelment”

A common defense is to deny knowledge of the protected activity

- *It is harder to deny if the whistleblower has made a written disclosure to the manager.*
- *“Revelment letters” arose in union organizing*
- *A request for official time can serve the same purpose:*
 - *I request _____ hours of official time to meet and confer with an attorney about making disclosures to the Inspector General and the Office of Special Counsel. I make this request pursuant to 5 C.F.R. Section 5.4. Please let me know if you will approve this request for official time. Thank you.*
- *For federal sector EEO cases, cite 29 CFR Section 1614.605(b)*

Federal Employee Litigation Status and Deadlines

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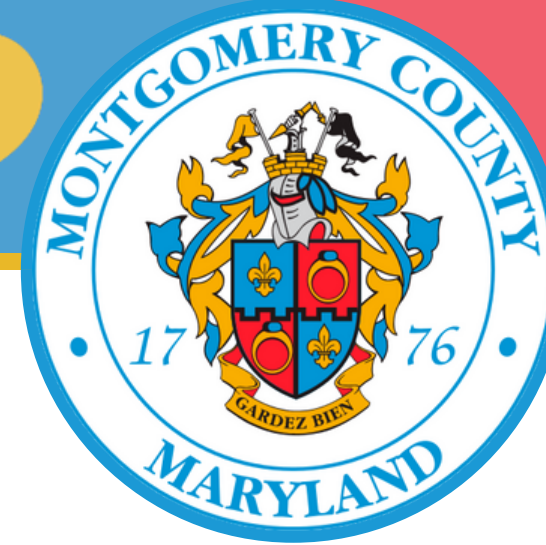
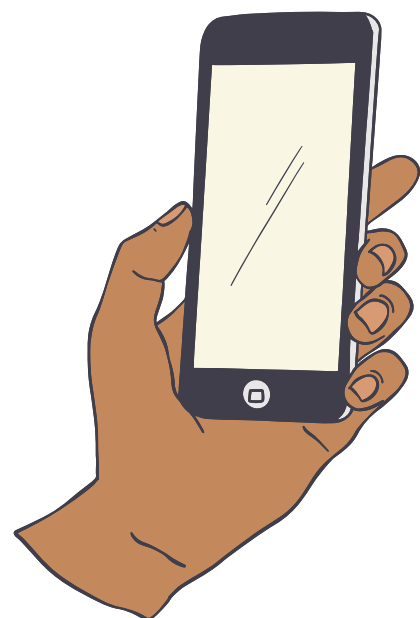
GELawyewer.com





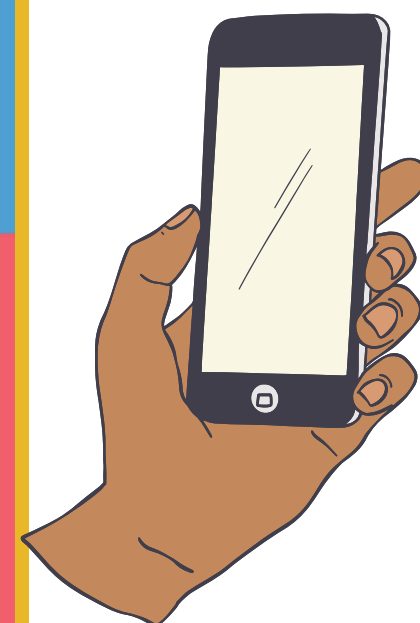
**For information about
resources available in
Montgomery County, visit the
following resource page:**

<https://bit.ly/MocoResources>



**Para información sobre
recursos disponibles en el
Condado de Montgomery,
visite la siguiente página web:**

<https://bit.ly/MocoResources>



UPCOMING CAREER WORKSHOP SERIES



CAREER CATCHERS

The ignITe Hub in partnership with Career Catchers, Inc. will provide individualized career coaching and monthly career workshops. Each month an in-person workshop will be presented with a different job readiness topic or skill. These services are **free and open to the general public** who are interested in pursuing a tech career.

Tuesday, May 13, 2025, 12 p.m. – Job Search Strategies

East County Education Center
Room 122

Montgomery College
2221 Broadbirch Drive
Silver Spring, MD 20904


<https://bit.ly/CareerWorkshops2025>

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Apply Today: GovernmentJobs.com

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Montgomery County Government Careers

WELCOME TO THE MONTGOMERY COUNTY GOVERNMENT (MD) JOBS BOARD. WE INVITE YOU TO VIEW AND APPLY FOR OUR AVAILABLE JOBS. BE SURE TO CHECK OUT THE RESOURCES ON THE MENU (TOP LEFT OF THIS PAGE) AND EXPLORE OUR WIDE VARIETY OF EXCITING CAREER PATHS, OUTSTANDING EMPLOYEE BENEFITS, AND HELPFUL JOB SEEKER RESOURCES. **SUCCESS TIP:** BECOME ONE OF THE FIRST TO BE NOTIFIED WHEN WE POST A JOB IN YOUR FIELD. TAKE TIME TODAY TO SET UP YOUR JOB ALERTS: [JOB ALERTS SIGNUP](#)

Search

92 Jobs found

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Job Title	Job Type	Salary	Closing	Posted	Department	Location	Job Number
African Community Liaison (Community Outreach Manager), Grade N28	Term	\$92,075.00 - \$130,886.00 Annually	04/04/25	03/21/25	Community Engagement Cluster	1401 Rockville Pike Rockville MD 20852 USA	2025-00176
Animal Services Officer, Lead (Grade 21)	Permanent	\$65,551.00 - \$93,756.00 Annually	Continuous	10/10/24	Office of Animal Services	7315 Muncaster Mill Rd Derwood MD 20855 USA	2024 - 00278
Assets Manager (Program Manager II) - Grade 25	Permanent	\$81,122.00 - \$130,181.00 Annually		09/11/24	Department of Housing and Community Affairs	1401 Rockville Pike Rockville MD 20852 USA	2024 - 00174



Office of *Human Resources*

WORKSOURCE MONTGOMERY



WorkSource Montgomery (WSM) is the county's fiscal agent responsible for local administration of the Workforce Innovation & Opportunity Act (WIOA) and coordination of the local workforce development system in Montgomery County.

To put it simply, WSM connects jobseekers to employers and employers to jobseekers.



Support for Federal Workers Resource Hub

This page provides resources to help federal workers and contractors find new opportunities, refine their job search, and advance their careers with confidence.

<https://worksourcemontgomery.com>

Germantown : (240) 406-5485

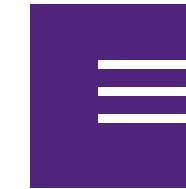
Wheaton : (301) 929-6880

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MONTGOMERY COLLEGE WEB PORTAL

MC INFO



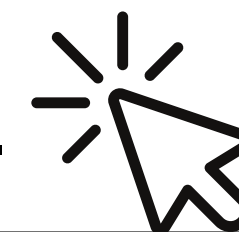
HOME / RESOURCES / FEDERAL GUIDANCE RESOURCES / DISPLACED FEDERAL WORKERS SUPPORT

Displaced Federal Workers Support

Losing a job is stressful—but you don't have to navigate it alone. Montgomery College (MC) offers fast, affordable training, career support, and direct connections to local employers to help you transition into a high-demand career quickly and confidently.

Free Career Services to Help You Land Your Next Job

<https://bit.ly/MCinformation>



MOBILIZE MONTGOMERY



An Initiative Supporting the Federal Workforce in Montgomery County, Maryland

A coalition to support employers and employees affected by the federal government budget cuts.

Our goal is to centralize resources, information, and events taking place within the county and to offer an opportunity for the community to inform how we can best support them.



Mobilize Montgomery | Mobilize-Montgomery.com

MOBILIZE MONTGOMERY



Available Resources

#MobilizeMontgomeryMD

For Job Seekers:

- Career Opportunities & Job Listings
- Career Development, Training & Resume Building Tools
- Employee Rights, Protections & Financial Assistance
- Starting a Business & Entrepreneurship
- Health, Support & Advocacy

For Employers:

- Funding & Incentives
- Upskilling & Training
- Procurement Opportunities
- Data, Business Strategy & Continuity
- Start-ups

Mobilize Montgomery | Mobilize-Montgomery.com

MOBILIZE MONTGOMERY



An Initiative Supporting the Federal Workforce
in Montgomery County, Maryland

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United in Service & Support

Next ZOOM webinar:

Wednesday, May 28, 2025, 7:00 p.m.

**Home Energy Costs and Assistance
Programs for Montgomery County
Residents**

<https://bit.ly/United-In-Service>

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THANK YOU!

United in Service and Support

ONLINE INFORMATIONAL SERIES