I have been honored to serve, alongside Loretta Keleman, as the LaRC Combined Federal Campaign Chair this year, and as of December 10th we are nearly within 10% of our goal of $325,000. I have every confidence that we are going to vastly exceed the goal this year as we strive to meet Charlie Bolden’s challenge of reaching 100% participation! Although our campaign is scheduled to end on December 15th, we can still get on line at www.employeeexpress.gov and give until December 31st. If you prefer to give outside of CFC, I encourage you to consider making some small gift to a charity of your choice in CFC this year in honor of Charlie and in recognition of the Center’s centennial.

What a kick off we had with Charlie’s visit and premiere showings of the movie Hidden Figures. If you ever needed another reason to take pride in being part of the LaRC heritage, go see the movie when it comes out nationwide in January! And by the way I am so proud of our legal team, in particular Andrea Warmbier, for helping facilitate the approval of both the 100th Anniversary Logo and the naming of the Katherine G. Johnson Computational Research Facility, and Eric Rissling for negotiating with 20th Century Fox.

I also want to dedicate this newsletter to Donna Shafer who has served as the LaRC Deputy Chief Counsel since August. As she returns to JSC this month, we look back at the incredible contributions that she made while with us including her amazing labors leading our Agency-wide efforts to bring our enterprise level legal knowledge management capability into being. (See more on ALECKS on page 8.) Donna demonstrated the incredible talent, dedication and leadership that we find across NASA as she stepped up to seamlessly serve as a trusted counsellor to me and our leadership, a superb supervisor, and a special friend to us all. Looking forward to the New Year, we also anxiously await the return of Pete Polen who has, of course, served with distinction as Deputy Chief Counsel at JSC!

Lastly, we welcome Hannah Kohler, already a shining star, to our HR and Ethics Law Team, we bid farewell with many thanks to our friend Essence Pina, and we welcome the very talented Jaquetta Perkins to our Administrative Support Team!

Enjoy this quarter’s newsletter and best wishes to you in 2017!

W. Thomas “Tom” McMurry, Jr.
LaRC Chief Counsel

Office of Chief Counsel

W. Thomas “Tom” McMurry, Jr., Chief Counsel
Donna Shafer, Acting Deputy Chief Counsel
Jaquetta Perkins, Legal Secretary
Elaine C. McMahon, Paralegal
Yvette D. Mardis, Paralegal
Bridgette M. Singleton, Legal Assistant
Gail M. Terry, Legal Assistant
Greg Baker, IT Contract Support

Business Law Team
Michael I. Mark, Assoc. Chief Counsel
Shawn T. Gallagher, Attorney Advisor
R. Eric Rissling, Attorney Advisor

Human Relations & Ethics Law Team
Kenneth H. Goetzke, Jr., Assoc. Chief Counsel
Dacia K. Bruns, Attorney Advisor
Hannah Kohler, Attorney Advisor
Charles A. “Pete” Polen, Deputy Chief Counsel

Intellectual Property Law Team
Robin W. Edwards, Patent Counsel
Andrea Z. Warmbier, Patent Counsel
Jennifer L. Riley, Patent Attorney
Jonathan Soike, Patent Attorney
LaRC OCC is pleased to welcome Hannah Kohler to our Human Relations and Ethics Team! Hannah attended the Pennsylvania State University, and in 2012 received a Bachelor of Arts in English with minors in Political Science and Math. Space Grant representatives at Penn State encouraged her to apply for a position with NASA, and in the summer of 2010, Hannah had the opportunity to intern at Johnson Space Center in Houston, Texas. While at Johnson, Hannah worked on a reference book about the history of the space shuttle, as well as the compilation of several NASA databases concerning experiments done on shuttle.

During the summer of 2012, Hannah again interned for NASA, this time as part of the SCaN (Space Communications and Navigation) program at Glenn Research Center in Cleveland, Ohio. During her time with the SCaN program, Hannah worked on a project intended to synthesize NASA’s three primary satellite systems into one user-friendly hub. Hannah worked with a focused team of interns to present the plans for this SCaN Portal and create mock-ups of the potential interface.

After she graduated from college, Hannah began law school at the Georgetown University Law Center in Washington, DC. During her time at Georgetown, she focused on space law and intellectual property law. She worked as a legal research assistant for the Georgetown Law Library, and interned with the space law branch of the Federal Aviation Administration’s Office of the Chief Counsel. In the spring of 2015, her article, “The Eagle and the Hare: U.S.—Chinese Relations, the Wolf Amendment, and the Future of International Cooperation in Space” (103.4 Geo. L.J. (April 2015)) was published in the Georgetown Law Journal.

After graduating from Georgetown in May 2015, Hannah accepted a job as a legal clerk for the Circuit Court of Washington County, Maryland. Hannah assisted Judge Dana Wright for a year, learning about the practical applications of civil and criminal law and the ethics responsibilities of attorneys.

Hannah is a certified member of the bar in Maryland. In her free time, she enjoys writing, making art, swimming, horseback riding, and ballroom dance. Please join us in welcoming Hannah!

Jaquetta Perkins recently joined the Office of Chief Counsel as a legal secretary. Originally a native of Hilton Head, SC, Jaquetta arrived in Virginia with her parents at the age of five. Her father served in the United States Army for 22 years. Upon receiving her Bachelor’s degree from Hampton University, Jaquetta worked as a Circuit Court paralegal at Glasser & Glasser. After four years, she started working at a Virginia Beach law firm as a subrogation paralegal. Soon after, she was hired as a Public Disclosure Analyst with the City of Virginia Beach where she docketed all FOIA requests for the Department of Human Services. Jaquetta is a notary and a member of the Virginia Peninsula Paralegal Association. Jaquetta is married and the mother of two children, Jaylen and Angel. When she is not spending time with her family she enjoys serving at her local church. If you are in the area, please stop by to say “Welcome!”
The holiday season -- a time for good cheer!
For eggnog, for parties, for friends to be near.
But I must be careful
Lest I accept free
A gift not permitted, no matter how wee.

Part two six three five of the 5 CFR
Explains in detail the relevant bar.
It defines the term gift
To mean all things worth money,
That's NBA tickets or jars full of honey.

Some gifts may be taken but some are verboten.
The source is the key -- it's the rule that I'm quotin'.
When from me or others
The source seeks some act,
I must find an exception or I could be sacked

Even others who give can cause problems for me.
If my job prompts the giving -- my position, you see.
But lucky for me,
Some exceptions exist.
They're in subpart B and should not be missed.

I can pay market value if the gift I do like,
Or I can at my option say "go take a hike."
I can always say no,
But I need not decline.
If worth twenty or less then the gift can be mine.

This exception has prompted some very loud solos.
It says gifts are okay if worth twenty dollars.
But surely the public
Is certain to see,
I could never be bought for a sandwich and tea.

Restrictions apply so it does not suffice
To pay twenty bucks for a gift twice the price.
And in any one year
I can't use it, of course,
To go over the limit -- fifty dollars per source.

For gifts that a friend or my sister might send,
The rules recognize I don't want to offend.
Regardless of value,
It must be that their motive to give wasn't business, but me.

The rule's much the same in the case of my spouse
Who, in a big job, is a true powerhouse
Though my spouse's employer
Is one of those sources,
I can go to their fete and avoid more divorces.

In the case of most parties, the rule's not so clear
As the agency must have an interest, I fear.
If worth more than twenty
And it's no friend true,
Then I'd better seek guidance or I could be blue.

When foreign officials are giving the gift,
The rules are less strict so I don't cause a rift.
I can take it if
Fair market value (U.S)
Is three hundred fifty dollars or less.

I can give to my boss to a limit of ten
A baseball, a cap, or a blue ballpoint pen.
If not to my boss
Or my chain of command,
To a friend I can give more without being canned.

I always look forward to my office party,
We're all in good moods and the food is so hearty.
If no arm is twisted,
Collecting is okay
To make sure that everyone has a good day.

But finally, how would these rules affect me
If I served the President as "appointee"?
I know that appointees
Must sign when they're hired
A short ethics pledge (or they risk being fired.)

The same rules apply to a person who signed
Except there's an extra gift rule that's enshrined:
No gifts from a source
Listed as "lobbyist" -
Though no friend or kin is required to be dissed.

So go forth with good cheer and know there's no reason
To think that the gifts rules will ruin your season

Poem Credit: Office of Government Ethics Memo DO0-94-044

Planning a holiday party for the office?
The Telework Enhancement Act of 2010, codified at 5 U.S.C. Chapter 65, requires Executive agencies to establish policies enabling eligible employees to telework under certain conditions. NASA’s agency telework policy is detailed in NPR 3600.2A, which clarifies that telework is not an entitlement and participation is voluntary and subject to supervisory approval, based on the needs of the organization to perform its mission.

Further, NASA’s reasonable accommodation policy, detailed in NPR 3713.1B, briefly addresses telework as a reasonable accommodation, noting in Appendix C that in certain circumstances, telework as a reasonable accommodation may be provided beyond the standard telework policy. The NPR details the interactive process that is required to determine whether an accommodation is appropriate for a certain position.

No matter whether an employee is seeking telework through the standard telework policy or as a reasonable accommodation for a disability, the Equal Employment Opportunity Commission (EEOC) has clarified that not all positions are suitable for telework, and that employees must be able to perform the essential functions of their position. Further, before a supervisor grants telework as a reasonable accommodation, the parties must engage in the interactive process to determine whether the accommodation is appropriate. This may include requiring medical documentation supporting the request.

In *Chara S. v. Dept. of Housing and Urban Development*, the EEOC concurred with the Merit System Protection Board’s (MSPB’s) earlier decision in the case, finding that the agency’s action was appropriate when the employee was removed for failure to maintain a regular work schedule. The employee, a Staff Assistant, had claimed that her request for telework as a reasonable accommodation was inappropriately denied. The agency had offered the employee a flexible work schedule as an alternate to the telework requested. The agency, the MSPB, and the EEOC all agreed that the employee could not perform the essential functions of her position remotely and that an appropriate accommodation had been offered to the employee.

(Continued on page 5.)
Likewise, in Complainant v. Dept. of Homeland Sec., the Office of Federal Operations agreed with the agency that an employee who worked as a Family Resource Specialist could not telework, since her position required face-to-face meetings with clients, with few other employees available in her office for coverage. The Family Resource Specialist had requested telework from a location near her home in order to accommodate medical conditions including sleep apnea and hypertension. The agency denied the request for telework, but offered the employee a flexible work schedule. The agency determined that the essential functions of her position could not be completed via telework and the EEOC upheld the agency’s decision.

The EEOC has incorporated a number of decisions into guidance on telework as a reasonable accommodation, clarifying that supervisors need not remove essential functions of a position when determining whether telework is appropriate. That guidance can be found at https://www.eeoc.gov/facts/telework.html.

NASA Langley offers most employees the opportunity to work a maxi-flex schedule, aimed to allow employees to address many personal obligations and health-related challenges. It is important to note that determining whether an employee can perform the essential functions of a position is a very fact-specific analysis. Employees may request telework through their supervisor using the WebTads system. If you are an employee requesting telework as a reasonable accommodation, contact your supervisor and/or the Center’s Disability Program Manager, William Hawkins at william.l.hawkins@nasa.gov/757.864.6285, who can assist you with the interactive process. Finally, if you are a supervisor determining whether it is appropriate for an employee to telework, contact Kate Spruill at kate.spruill@nasa.gov/757.864.1808 or Nicole Smith nicole.k.smith@nasa.gov/757.864.8783 in the Office of Human Capital Management.

¹During 2014 and early 2015, the EEOC identified complainants simply as “Complainant” in order to protect their identities. Beginning October 1, 2015, the EEOC started identifying all federal sector appellate decisions with a randomly generated pseudonym, for ease of reference.
After a series of scandals involving Federal agencies and travel, training, and improper use of funds, all Federal agencies developed regulations to provide a process for approval and documentation of all expenses related to large meetings. What exactly is a “conference” under this system, and what steps need to be followed in order to attend? NASA Interim Directive (NID) 9700.1A provides detailed guidance, but some elements have been updated or clarified since it was published. This article provides a quick reference for conference sign-ups and attendance.

What is a Conference?

For the purposes of NCTS, a “conference” is a “meeting, retreat, seminar, symposium, or event that involves attendee travel.” “Travel” is the important word here—no travel, no conference (except where NASA is a primary sponsor). The “travel” doesn’t have to be far, though; as long as at least one attendee is in official travel status or has reimbursable local travel, the event may be a conference. Extremely minor travel (for example, walking distance onsite) is not sufficient to make an event a conference.

Some events are not “conferences,” even if they meet the other criteria. For example, operational meetings are not conferences. “Operational meetings” include programmatic and institutional meetings which are part of routine Agency business, or interagency meetings on mission or operational matters of interest to NASA. Things like project planning and development, property management, reviews, investigations, and inspections are “operational meetings.” Training events are also not conferences.

Sometimes it is hard to tell whether something is an operational meeting or a conference; when in doubt, consider the structure of the meeting. Meetings required by NPD 1000.3, or by NPRs mandating program and project management requirements, are generally “operational meetings” and not “conferences.” Other governance or programmatic meetings are generally not conferences either, because their content is operational in nature. Even if something looks like an “operational meeting,” it may actually be a conference if it is:

- Onsite, open to external participants, has multiple speakers, and is meant to promote general awareness of NASA missions or programs;
- Offsite, if the venue is paid for by NASA and at least 30 people attend; or;
- Another U.S. government agency is hosting the meeting, and considers it a conference.

Onsite news events (like press conferences) and outreach events (like launch viewings and mission milestone announcements) are not considered conferences.

Training events are also not conferences, and you normally don’t need approval through NCTS to attend a training activity. Instead, most training requests can be submitted through SATERN. (Guidance on this process can be found on the NSSC website at answers.nssc.nasa.gov). But be careful, and look closely at the event. Sometimes conferences have “training sessions” embedded within them, and going to that type of training would require conference attendance approval. To tell the difference, look at how the event is promoted, structured, and organized. Conference “training” often involves a series of topical discussions, whereas a non-conference training event is often more comprehensive and detailed. Some types of non-conference training include classroom training, training by a faculty member, on-the-job training, individual coaching, mentoring, technology-based training, career development counseling, rotational assignments, details, and cross training. Keep in mind that training activities are considered “conferences” if they are part of a broader event that otherwise meets the definition of “conference.”

International Conferences

A conference is considered “international” if it is held outside the U.S. or U.S. territories, even if it is held in a NASA facility. International conferences have a statutory attendance limit for NASA employees. Under current law, no more than 50 employees from any one agency may be funded to attend a conference held outside the U.S. NASA policy also limits NASA-funded travel to international conferences to 50 contractor employees.

If a NASA employee attends an international conference on her own time, traveling at her own expense, is not representing NASA, and does not charge NASA for any costs, her attendance does not count against the 50-employee limit. However, such an employee should still request attendance through the NASA Conference Tracking System (NCTS) at https://ncts.nasa.gov and obtain advance approval.

Sponsorship

NASA is considered a “sponsor” of a conference if it underwrites or funds costs, including venue rental, providing space at NASA facilities, supporting technology services, or conference planning. If NASA is the sole sponsor, or one of the principal co-sponsors, of a conference, than NASA is considered a “primary sponsor.” Otherwise, NASA is a “minor sponsor.”

NASA cannot collect registration fees for NASA-sponsored events, and NASA also cannot collect conference or sponsorship fees to supplement its appropriated funding for an event. NASA may not use appropriated funds to provide food or refreshments at conferences that it sponsors. In addition, NASA no longer issues widely attended gathering (WAG) determinations for events at conferences primarily sponsored by NASA.

When publicizing an event, NASA employees should be careful not to give any appearance of impropriety. NASA “swag” should only be distributed pursuant to the Agency Promotional and Personal Use Items policy. Except as specifically authorized, corporate logos must not appear on a NASA website, and the NASA Insignia (the “meatball”) and name should only be used in accordance with Federal law and regulations. (Continued on page 7.)
Attendance Optional:
How to Register for NASA Conferences (continued)

Signing Up

Signing up for conferences can now be done through the NASA Conference Tracking System (NCTS) 2.0. Attendees for conferences costing less than $90,000 can be automatically approved in NCTS, with their supervisors’ approval. Conferences costing $90,000 and above must be approved by OCFO before attendees can be approved.

To research and sign up for conferences, attendees should go to the NCTS website at ncts.nasa.gov. Most NASA employees will be “general users” of NCTS. General users can use the NCTS system to search for conferences, view conference details, request attendance at a conference, and add a new conference to the database.

NASA employees can search for conferences by clicking on “Find a Conference” under the Navigation bar on the left of the screen. They can then search by name, location, dates, and status. Double-click on the desired conference to read details about it. If you have trouble, the conference might not have been added, or it could have a misspelling or wording issue in the title (for example, “2nd Annual Conference” versus “Second Annual Conference.”) Try narrowing down your search by dates if you have difficulty. Additionally, each conference listed on NCTS has a unique identification code. You should keep this code for your records when you are interested in a conference.

If you do not see the conference you are looking for, you can “Request Conference Creation” by clicking on the link in the Navigation bar on the left of the screen. Fill out the information, and the moderator will check your request for accuracy.

As a NASA employee, how do you register for a conference? You should first get permission from your supervisor to attend; approval in the NCTS system is not a substitute for supervisor approval. When you are ready to register, search for the conference you are interested in and click on it.

When the “Conference Detail” screen appears, click the button labeled “Request Attendance.” You will then be taken to a screen where you can fill out your employee type, attendee type, and justification. When you click “Submit Request,” one of the NCTS Approvers will receive a notification.

The Approver will then approve or deny your request. You can check the status of your requests under the “Attendance Requested” button in the Navigation bar on the left side of the screen. If your attendance at a particular conference has been granted, your status will read “Approved.” If you have any questions or concerns, you can contact your center Approvers by clicking on the “Contact Us” link at the upper right of the page. Remember to notify your supervisor that you will be attending the conference.

Also keep in mind that, whether you want to attend a domestic or international conference, you should try to sign up as far in advance as possible. The Event POC will establish an agency deadline for attendance approval, so be sure to get your requests in early. Additionally, remember that NASA is limited to 50 civil servants and 50 contractors in attendance at international conferences, so spaces will be limited. Conference attendance is not necessarily first-come, first-serve, but prompt requesting will make the process smoother for everyone. Attendance priority is given to speakers, and determinations on attendance will be made based on the justification given. However, registering as soon as possible ensures that the conference approvers have a better idea of demand, and conference slots may be modified if enough people sign up.

Quick References

If you have any additional questions about conference designation, attendance, and reporting, feel free to refer to the NID 9700.1A. Helpful tutorials on using the NCTS system are available through Enterprise Performance Support System (EPSS)—simply find the EPSS link under the “Useful Links” bar on the left side of the NCTS homepage.

For further guidance on NCTS procedures, you can contact the OCFO Travel team Tawanica Robinson (757-864-7431), Gene Griffith (757-864-3266), and Anthony Zuvich (757-864-3911).

Finally, if you are not sure whether or not an event is a “conference,” or have concerns about any ethical issues relating to conference attendance, feel free to contact LaRC OCC staff members Kenneth Goetzke (757-864-7390), Dacia Bruns (757-864-8313), or Hannah Kohler (757-864-7522).
2017 promises to be an exciting year at NASA Langley! As we reflect on our rich 100 year history, it is important to comply with fiscal and ethical regulations applicable to duty hours used for work-related special events. For example, when is it appropriate to use duty hours for activities on Center that are unrelated to our primary duties, and when is it appropriate to request leave to participate in those activities? The following is intended to be general guidance on the subject. Of course, supervisory approval is always required for use of official duty hours.

**NASA Civil Service Employee: Official Duty**

- Employees may support (to include prep for events and working an event) work-related events such as 100th anniversary events in their official capacity subject to prior supervisory approval. All participation during regular duty hours (M-F, 6:00 a.m. to 6:00 p.m.) that has been approved by the supervisor is generally considered official duty.

- All employees who participate in supervisory approved work-related events (such as 100th anniversary events) should charge their duty hours to their current WBS(s); there is usually not a specific WBS for most special events.

- For events that require employee support in their official capacity occurring outside of regular duty hours, an employee may be granted official duty status at these events with supervisor approval.

- Employees’ participation is subject to whether or not it aligns with organizational priorities; therefore, supervisory approval may vary. Subject to supervisor approval, employees may charge time supporting each category of event as REG, Credit Hours, OT or Comp Time.

**NASA Civil Service Employee: Personal Capacity**

- Not all events that relate to NASA can (or should be) charged as official duty. For example, teaching your Girl Scout troop about astronomy should usually be done on personal time. Employees acting in their own capacity (voluntary participation not approved as official duty by their supervisors) should be in a leave or other authorized absence status to support events during the work day. After hours participation is not eligible for Credit Hours, OT or Comp Time.

(Continued on page 9.)

Who is ALECKS?

NASA OGC was recently awarded a NASA Innovation Kick Start (NIKS) award! Our proposal, titled “Agency Legal Enterprise Capability for Knowledge Sharing (ALECKS)” was selected from nearly 90 other creative, collaborative, and visionary ideas submitted from other NASA innovators. NASA OGC will receive $10,000.00 to implement a plan for agency-wide knowledge sharing to better serve our clients over the next few months. Thank you to Donna Shafer and Andrea Warmbier for leading this effort on behalf of NASA OGC!
NASA Contract Employee

- Contract Employees should obtain approval from their Company Management regarding their ability to participate in activities such as events associated with LaRC’s 100th Anniversary. The manner in which Contract Employees would appropriately account for their time while participating in LaRC events will depend on the contract, the company accounting and timekeeping system, and other factors.

Additional Information

- If an employee is injured during a supervisory approved activity, the employee would be considered in performance of official duties. Note that all Workers’ Compensation Claims are subject to approval by the Department of Labor.

- Due to the maxi-flex work schedule, employees may earn Credit hours, flex their work schedule, or be approved in advance to earn Overtime or Compensatory Time.

- For purposes of the maxi-flex Work Schedule, LAPD 1700.5J limits employees performing non-critical mission related work to 12 hours a day.

- For 100th Anniversary events specifically, budget control will be addressed through approval of Overtime or Compensatory Time by both the LaRC 100th Program Manager and the immediate Supervisor. Overtime hours are all hours in excess of 8 hours in a day or 40 hours in a week that are officially ordered and approved in advance by the Supervisor. A “Sign-In Sheet” will be used by the event POC to track participation of employees in Centennial Events for supervisors to reconcile WebTADS.

Supervisors should use discretion when approving official duty hours, and ensure mission requirements remain the priority. NASA LaRC is fortunate to have a workforce that is willing to participate in volunteer events. The guidance above should ensure adherence to regulations, while recognizing the Center’s many accomplishments. For more information on approval of absences, contact your supervisor. Technical questions can be directed to Kate Spruill at kate.spruill@nasa.gov/757.864.1808 or Nicole Smith nicole.k.smith@nasa.gov/757.864.8783 in the Office of Human Capital Management.

Only You Can Prevent Cybersecurity Attacks

As Administrator Bolden recently reminded us in his memorandum entitled, “Addressing Cybersecurity Threats” dated November 7, 2016, cybersecurity incidents are rising exponentially and NASA is committed to strengthening its cybersecurity programs. According to the memorandum, we should expect additional guidance in the coming months from the NASA Chief Information Officer on implementation of new initiatives to mitigate cybersecurity risks.

As a reminder, all NASA employees have responsibilities related to protecting NASA’s information and information systems. These responsibilities include following teledwork and social networking guidelines; identifying and addressing phishing attacks; securing passwords; adhering to travel policies during both personal and business travel; and securing Privacy Act-protected and Personally Identifiable Information. These responsibilities are delineated in several NASA regulations including the IT Security Handbook 2810.11-02, NASA Procedural Requirement (NPR) 2540, Personal Use of Government Office Equipment Including Information, NASA Interim Directive (NID) 2810-107, Use of NASA Information and Information Systems while Outside of the U.S. and Territories, and NPR 3600.2, NASA Telework Program. Employees in violation of any policy may be subject to administrative, criminal and/or civil penalties.

To report any suspicious Agency IT security or cybersecurity incidents, please contact NASA’s OCIO Security Operations Center (SOC), available 24/7 at 1-877-627-2732 (1-877-NASASEC) or soc@nasa.gov. If you have any questions or suggestions concerning IT Security or IT Services in general, contact the Langley CIO, Jeff Seaton, at jeff.seaton@nasa.gov.
RECENTLY ISSUED U.S. PATENTS
OCTOBER 1, 2016—DECEMBER 31, 2016


In 2016, we lost U.S. Supreme Court Justice Antonin Scalia. In this last newsletter of the year, we thought it would be appropriate to reflect on some of Justice Scalia’s memorable quotes. Known for his sometimes controversial originalist interpretation of the Constitution, as well as his sharp wit, Justice Scalia’s nearly 30-year tenure on the Supreme Court will undoubtedly have an enduring impact on the laws of the United States.

**On the holidays:**
“I find it a sufficient embarrassment that our Establishment Clause jurisprudence regarding holiday displays has come to require scrutiny more commonly associated with interior decorators than with the judiciary.” – *Lee v. Weisman*, 505 U.S. 577, 636 (1992) (Scalia, A., dissenting).

**On life:**
Bear in mind that brains and learning, like muscle and physical skill, are articles of commerce. They are bought and sold. You can hire them by the year or by the hour. The only thing in the world not for sale is character. And if that does not govern and direct your brains and learning, they will do you and the world more harm than good.” – Justice Antonin Scalia, Address at the College of William and Mary Commencement, Williamsburg, VA (May 1996).

**On Bush v. Gore:**
“I and my court owe no apology whatever for Bush versus Gore. We did the right thing. So there!” – *60 Minutes* (April 27, 2008).

**On being a good judge:**
“If you’re going to be a good and faithful judge, you have to resign yourself to the fact that you’re not always going to like the conclusions you reach. If you like them all the time, you’re probably doing something wrong.” Address at Chapman Law School (August 2005).

**On the First Amendment:**
“‘The operation was a success, but the patient died.’ What such a procedure is to medicine, the Court’s opinion in this case is to law.” – *National Endowment for the Arts v. Finley*, 524 U.S. 569 (1998) (Scalia, A., concurring).

**On Democracy:**
“Persuade your fellow citizens it’s a good idea and pass a law. That’s what democracy is all about. It’s not about nine superannuated judges who have been there too long, imposing these demands on society.” – *The Originalist: Justice Antonin Scalia*, California Lawyer, January 2011.

*Watch for quotes from Justice Scalia’s friend, Justice Ruth Bader Ginsburg, in an upcoming newsletter.*
Counsel Tom McMurry will complete his term as chair of the Local Federal Coordination Committee for the Combined Federal Campaign at the end of 2016. Special thanks to Yvette Mardis (pictured at left) for serving as Executive Secretary and Gail Terry for serving as Key-Worker!

‘Tis the Season for Giving!

OCC placed 1st in the CFC Pumpkin Carving Contest!

This month, OCC said goodbye to Donna Schafer, Acting Deputy for the last few months, as she returns to her position as Deputy Chief Counsel of OCC at the Johnson Space Center. We appreciate her guidance and expertise throughout the last few months and look forward to continued collaboration with her on NASA LawNet, ALECKS, and other efforts! Come back anytime, Donna!