



CNRJ REGIONAL HUMAN RESOURCES OFFICE (HRO) “SHINBUN”

HRO Director MICHAEL BARRY CHASE



Mike Chase is the Director of the Commander, Navy Region Japan Human Resources Office, with full delegated authority for developing, managing, and administering a comprehensive

human resources program for all Navy activities located in the Western Pacific, with a serviced population of approximately 11,000 civilian employees, including more than 9,400 foreign national employees in five separate personnel systems. In this capacity, he oversees eight offices, including the hub office in Yokosuka, Japan; and satellite and field offices in Atsugi, Sasebo, Okinawa, and Misawa, Japan, Korea, Singapore, and Diego Garcia.

Mike previously served as the Director of Human Resources for the U.S. Military Training Mission, Saudi Arabia, the Human Resources Director for the Department of Veterans Affairs New England Healthcare System, the Senior Civilian Advisor to the Afghan Assistant Minister of Defense for Personnel and Education, the Associate Deputy Assistant Secretary for Human Resources Management Policy and Planning for the Department of Veterans Affairs, the Executive Director for Human Capital for the Defense Contract Management Agency,



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the Director of Human Resources for the Domestic Nuclear Detection Office, and the Deputy Total Force Director for the Naval Facilities Engineering Command.

Mike began his career as a Navy surface warfare officer in USS Kirk (FF 1087) and USS Blue Ridge (LCC 19), before transitioning to civilian service as the Public Affairs Officer for Commander, Fleet Activities, Yokosuka, Japan, and subsequently held human resources and senior management positions at Great Lakes, Illinois, Oak Harbor, Washington, and Yokota, Japan. Mike has more than 20 years of overseas experience, including serving as the Assistant Chief of Staff for Intelligence for the Commander, US Naval Forces, Philippines, and the Chairman of the U.S.-Japan Procedures and Compensation Panel, responsible for all labor relations issues for a \$1.4 billion local national work force of more than 24,000 employees.

Mike holds a Bachelor of Science degree from the U.S. Naval Academy, and a Master's Degree in Human Resources Management and Development from Chapman University. He is a recipient of the Department of Defense Thomas Jefferson Award, the Defense Contract Management Agency Exceptional Civilian Service Award, the Navy Meritorious Civilian Service Medal, two Army Superior Civilian Service Medals, the Department of Homeland Security Superior Mission Achievement Award, the Global War on Terror Civilian Service Medal, the North Atlantic Treaty Organization (NATO) Medal, numerous military awards, and formal recognition from the governments of Japan, Afghanistan, and the Republic of the Philippines. He is fluent in Japanese.



HRO Hail and Farewell

Welcome aboard...

Mr. Michael Chase
- HRO Yokosuka

Ms. Catherine Lavin
- HRO Yokosuka

Ms. Miesha Moore
- HRO Yokosuka

Ms. Ayako Konno
- HRO Yokosuka

Ms. Midori Ishihara
- HRO Yokosuka

Mr. Anthony Glenn
- HRO Atsugi

Ms. Angelica Buccat
- HRO Okinawa

Ms. Leovilla Cabacaba
- HRO Diego Garcia Support Office



Fair Winds and Following Seas...

Ms. Patricia Mareham
- HRO Yokosuka

Mr. Hideaki Hirano
- HRO Yokosuka

Ms. Rina Shito
- HRO Yokosuka

Pregnancy Discrimination & Temporary Disability

It is fairly easy to define what a pregnancy is but how is that a temporary disability? The Pregnancy Discrimination Act that protects individuals from discrimination based on pregnancy or childbirth has been in effect for over 30 years. However, today we still see where despite the laws, regulations and willingness to work, many pregnant women are denied job opportunities, workplace modifications, leave and equal treatment. The law states that pregnancy discrimination involves treating a woman (an applicant or employee) unfavorably because of pregnancy, childbirth, or a medical condition is unlawful.

Currently women make up 47% of the nation's workforce, and are now the primary breadwinners in nearly half of American families. Most pregnant women want and need to work, and they struggle to balance work and family with results often depriving women of the means to support their families. The law is committed to ensuring that job applicants and employees are not subjected to unlawful discrimination on account of pregnancy or because of their efforts to balance work and family responsibilities.



The law says:

- An employer cannot fire, refuse to hire, demote, or take any other adverse action against a woman if pregnancy, childbirth, or a related medical condition was a motivating factor in the adverse employment action.
- An employer may not discriminate against an employee or applicant based on a past pregnancy or pregnancy-related medical condition or childbirth.
- An employer may not discriminate based on an employee's intention or potential to become pregnant. Concerns about risks to a pregnant employee or her fetus will rarely, if ever, justify sex-specific job restrictions for a woman of childbearing capacity.
- An employer may not discriminate against an employee because of a medical condition related to pregnancy and must treat the employee the same as others who are similar in their ability or inability to work but are not affected by pregnancy, childbirth, or related medical conditions. Also, since lactation is a medical condition related to pregnancy, an employer may not discriminate against an employee because of her breastfeeding schedule.

If a woman is temporarily unable to perform her job due to a medical condition related to pregnancy or childbirth, the employer must treat her in the same way as it treats any other temporarily disabled employee. For example, the employer may have to provide light duty, alternative assignments, disability leave, or unpaid leave to pregnant employees if it does so for other temporarily disabled employees. Additionally, impairments resulting from pregnancy (for example, gestational diabetes or preeclampsia, a condition characterized by pregnancy-induced hypertension and protein in the urine) may be disabilities under the Americans with Disabilities Act (ADA). An employer may have to provide a reasonable accommodation (such as leave or modifications that enable an employee to perform her job) for a disability related to pregnancy, absent undue hardship (significant difficulty or expense). The ADA Amendments Act of 2008 makes it much easier to show that a medical condition is a covered disability.

Under the Act, an employer that allows temporarily disabled employees to take sick leave or leave without pay must allow an employee who is temporarily disabled due to pregnancy to do the same. An employer may not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, if an employer requires its employees to submit a doctor's statement concerning their ability to work before granting leave or paying sick benefits, the employer may require employees affected by pregnancy-related conditions to submit such statements.

Further, under the Family and Medical Leave Act (FMLA) of 1993, a new parent (including foster and adoptive parents) may be eligible for 12 weeks of leave (unpaid or paid if the employee has earned or accrued it) that may be used for care of the new child. Nursing mothers may also have the right to express milk in the workplace under a provision of the Fair Labor Standards Act enforced by the U.S. Department of Labor's Wage and Hour Division.

See:

<http://www.dol.gov/whd/regs/compliance/whdfs73.htm>



HRO Program and Site Managers

Chief, Operations
US Staffing and Classification Division
243-9343

Chief, EEO Division
243-8163

Chief, Labor and Employee
Relations Division (Acting)
243-5544

Chief, JN Employment and
Classification Division
243-8155

Chief, HR Information Systems Division
243-8191

Chief, Workforce Development Division
243-7079 (Acting)

Atsugi Satellite Manager
264-3422

Sasebo Satellite Manager
252-3661

Okinawa Satellite Manager
634-6224

HRO HELP DESK

If you have an inquiry, please email us at
HRO-Help@fe.navy.mil

