



United States Merit Systems Protection Board

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U.S. SENATE CONFIRMS PRESIDENT BUSH'S NOMINATIONS OF NEIL A. G. MCPHIE AS CHAIRMAN, AND BARBARA J. SAPIN AS MEMBER OF THE MERIT SYSTEMS PROTECTION BOARD

On November 21, 2004, the United States Senate confirmed Neil A. G. McPhie, Chairman, and Barbara J. Sapin, Member, of the Merit Systems Protection Board.



Neil A. G. McPhie has served as Acting Chairman of the U.S. Merit Systems Protection Board since December 10, 2003, when President George W. Bush designated him to be Vice Chairman. (Under the Board's governing statute, the Vice Chairman serves as Acting Chairman when the position of Chairman is vacant.) He was sworn in as a member of the Board on April 23, 2003, following his recess appointment by President Bush. Chairman McPhie's appointment is to a term of seven years that expires March 1, 2009.

Prior to joining the MSPB, Mr. McPhie was a Senior Assistant Attorney General with the Office of the Attorney General of Virginia where he was Chief of the Finance and Government Section. Earlier, he served as the Chief of the Employment Law Section and as an Assistant Attorney General (1982-1988) defending state agencies and officials in jury and non-jury trials in state and federal courts. Mr. McPhie also served (1998-2002) as Executive Director of the Virginia Department of Employment Dispute Resolution (EDR). He led the internal management of the agency, including strategic planning, staffing, and budgeting, and directed the implementation of EDR's statewide grievance, mediation, training and consultation programs. In 2000, he led a successful effort to obtain approval in the Virginia General Assembly for legislative reform of employees' grievance rights to include a right of appeal, payment of attorneys' fees and costs, publication of grievance decisions, and use of full-time EDR hearing officers.

From 1976 until he joined the Attorney General's Office, he was a Trial and Appellate Attorney in the Office of the General Counsel at the U.S. Equal Employment Opportunity Commission.

Mr. McPhie received his J.D. from Georgetown University Law Center in 1976. He received a B.A. in Economics from Howard University in 1973, graduating magna cum laude. He is a member of Phi Beta Kappa. He is admitted to the bars of the District of Columbia, Virginia, New York and Iowa, the United States Supreme Court, the United States District Court for the District of Columbia, several of the United States circuit courts of appeals, and district courts in Virginia.

Barbara J. Sapin previously served as Vice Chairman of the Merit Systems Protection Board during a recess appointment (December 2000 -- December 2001). Her current term, in which President has designated her as Member, will expire on March 1, 2007.



Before joining the Merit Systems Protection Board, Ms. Sapin served in a number of labor and employment law related positions, including General Counsel and Labor Counsel to the American Nurses Association from 1990 to 2001. In addition, Ms. Sapin held several positions at the National Labor Relations Board from 1981 to 1990, including attorney for the Appellate Court Branch in Washington, D.C., field attorney in the Chicago Regional Office, and Senior Counsel to a Board member. Prior to 1981, Ms. Sapin's Government service included positions with the Occupational Safety and Health Review Commission and with the U.S. Environmental Protection Agency.

Ms. Sapin received her B.A. in Psychology from Boston University and a Juris Doctorate from the Columbus School of Law, Catholic University of America. She is admitted to the District of Columbia and Maryland Bars.

The MSPB is an independent, quasi-judicial agency with responsibility for deciding Federal employee appeals from personnel actions taken against them, protecting the integrity of the civil service and other Federal merit systems, and conducting studies of the civil service and other merit systems in the Executive Branch. Additional information on the Board is available on the Board's website at www.mspb.gov.

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