



# Merit Systems Protection Board

Contact: Shannon McCarthy  
(202) 653-6772, ext. 1173  
V/TDD 1-800-877-8339  
(Federal Relay Service)

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## **NEIL McPHIE JOINS MERIT SYSTEMS PROTECTION BOARD**

Neil Anthony Gordon McPhie became a member of the Merit Systems Protection Board (MSPB) on April 23, 2003, following his recess appointment by President Bush. The President's nomination of Mr. McPhie to serve the remainder of the 7-year term that expires on March 1, 2009, has been pending in the United States Senate since January 9, 2003.

At the time of his nomination, Mr. McPhie served as Senior Assistant Attorney General in the Office of the Attorney General of Virginia. As Senior Assistant Attorney General and Chief of the Employment Law Section, he supervised a team of attorneys, paralegals and secretaries while maintaining an independent caseload. In that capacity, he defended employment discrimination claims brought under Federal law and wrongful discharge claims brought under state law. As Senior Assistant Attorney General and Chief of the Finance and Government Section, he supervised a team of attorneys and support personnel who represent clients of the agency.

Previously, Mr. McPhie was Executive Director of the Virginia Department of Employment Dispute Resolution (EDR), overseeing the internal management of the agency, including strategic planning, staffing, and budgeting. In that position, he directed 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.

Mr. McPhie was an Assistant Attorney General in the Office of the Attorney General of Virginia from 1982 to 1988, defending state agencies and officials in jury and non-jury trials in both state and Federal courts. 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. degree 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.

The Board is an independent, quasi-judicial agency with responsibility for deciding Federal employee appeals from personnel actions taken against them and for protecting the integrity of the civil service and other Federal merit systems. The Board also conducts studies of the civil service and other merit systems in the Executive Branch.

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