National Active and Retired Federal Employees Association

2018 Proposed Bylaws and Resolutions
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## BYLAWS AND RESOLUTIONS

### BYLAWS AMENDMENTS AND RESOLUTIONS RECOMMENDED FOR ADOPTION

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<td>ADOPT</td>
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<td>Membership Forms (1832R/1833R/1834R/1836R/1845R)</td>
<td>Requests review and possible redesign of membership forms</td>
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### BYLAWS AMENDMENTS AND RESOLUTIONS RECOMMENDED FOR REJECTION

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<td>Term Limit Exception</td>
<td>Allow president to run for third consecutive term.</td>
<td>REJECT</td>
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<td>1807</td>
<td>Access to Lists and Labels</td>
<td>Defines access to labels for federation candidates</td>
<td>REJECT</td>
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<td>1808</td>
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<td>Issue month of magazine coincides with conference</td>
<td>REJECT</td>
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<td>1809</td>
<td>Expand Federation Duties</td>
<td>Federations become communications hub</td>
<td>REJECT</td>
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<tr>
<td>1813</td>
<td>Reallocate Chapter Dues</td>
<td>Reallocates new member dues from federation to chapters</td>
<td>REJECT</td>
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<tr>
<td>1819</td>
<td>First Year Chapter Fee</td>
<td>Extends period of chapter fee receipt to six months</td>
<td>REJECT</td>
</tr>
<tr>
<td>1820</td>
<td>Publication of Roll Call Vote</td>
<td>Requires publication of board votes on policy changes.</td>
<td>REJECT</td>
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<tr>
<td>1826</td>
<td>Publication of NEB Agendas</td>
<td>Requires publication of board agendas 7 days ahead</td>
<td>REJECT</td>
</tr>
<tr>
<td>1827</td>
<td>Changes to Regions</td>
<td>Requires a two-thirds vote to change regions</td>
<td>REJECT</td>
</tr>
<tr>
<td>1828</td>
<td>Renew Chapter Membership</td>
<td>Change to renewal form</td>
<td>REJECT</td>
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<tr>
<td>1829</td>
<td>Member Category Names</td>
<td>Changes “national” to “non-chapter” members</td>
<td>REJECT</td>
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<tr>
<td>1840R</td>
<td>NARFE Cannot do it Alone</td>
<td>Forms a new coalition of similar interest organizations</td>
<td>REJECT</td>
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<td>1846R</td>
<td>Consolidation of Rosters</td>
<td>Consolidates national and chapter member data</td>
<td>REJECT</td>
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Proposal to Amend NARFE Bylaws

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<tr>
<td>18-01</td>
<td>Term Limit Exception</td>
<td>II</td>
<td>1.C.1.</td>
<td>Strategic Planning Committee</td>
</tr>
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</table>

**Current Language:**
The national officers shall assume office on November 1, following their election by a majority of the ballots cast. These officers shall serve two-year terms, ending when their successors are elected and assume office. The president shall not serve more than two (2) consecutive terms in that office.

**Proposed Changes:**
The national officers shall assume office on November 1, following their election by a majority of the ballots cast. These officers shall serve two-year terms, ending when their successors are elected and assume office. The president shall not serve more than two (2) consecutive terms in that office, except that the president may request permission from the National Executive Board to run for a third consecutive term. Such permission shall require a two-thirds vote of the National Executive Board, and the vote shall be taken by ballot.

**If Adopted:**
The national officers shall assume office on November 1, following their election by a majority of the ballots cast. These officers shall serve two-year terms, ending when their successors are elected and assume office. The president shall not serve more than two (2) consecutive terms in that office, except that the president may request permission from the National Executive Board to run for a third consecutive term. Such permission shall require a two-thirds vote of the National Executive Board, and the vote shall be taken by ballot.

**State the specific change proposed:** To make it possible for any current president to run for a third consecutive term, if circumstances warrant.

**Rationale:**
From time to time, circumstances may warrant a reconsideration of the NARFE governance process. For example, as the organization approaches its 100th anniversary, NARFE is at a critical juncture in its history. Our association faces unprecedented threats in Congress to the earned pay and benefits of federal employees and retirees. If unchecked, these threats portend a devastating and long-lasting impact on the entire federal community. With this in mind, a bylaw change was proposed to allow the current president to run, and if elected, to serve a third consecutive term in office. This would have strengthened our association by allowing the current president to leverage important relationships built over time as we navigate advocacy challenges. While too late to permit our current president to run for a third term, this bylaws amendment would give future National Executive Boards the opportunity, if circumstances warrant, to allow a sitting president to run for and, if elected, to serve a third consecutive term.

**Bylaws Committee Recommendation:**
In order to ensure the introduction of new ideas into the Association, limiting the term of the National President to two consecutive terms is necessary. The 2016 convention affirmed this notion. This was made clear in 2017 when the NEB voted not to allow this particular proposal to go forward as a referendum to the membership. The committee recommends rejection of this amendment.
# Proposal to Amend NARFE Bylaws

<table>
<thead>
<tr>
<th>Proposal #</th>
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<th>Section</th>
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<tr>
<td>18-02</td>
<td>NARFE Executive Director</td>
<td>IV</td>
<td>2</td>
<td>National Executive Board</td>
</tr>
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</table>

### Current Language:

None

### Proposed Changes:

Insert A for current text, then insert the following:

B. The NEB shall be responsible for hiring an executive director, who shall work under such conditions outlined in a contract or letter of engagement as the NEB shall determine.

C. The executive director shall:

1. Serve as the chief executive officer of NARFE;
2. Be responsible for the execution of policies and programs under the general Direction of the NARFE National Executive Board (NEB);
3. Hire, promote and terminate Association employees subject to the personnel policies established by the NEB;
4. Participate in all annual membership meetings and all meetings of the NEB;
5. Submit reports that provide recommendations for programs for the ensuing term, including costs and sources of income;
6. Be responsible for the receipt and deposit of all monies of the Association in a federally-insured financial institution(s) designated by the NEB, and maintain all the books, seals, papers and records of the Association and the bonds of the officers;
7. Review, approve and sign all contracts and invoices related to NARFE programs; and
8. Approve all staff travel and review and approve all travel expense reports (this includes NEB travel expense reports).

### If Adopted:

Insert A for current text, then insert the following:

B. The NEB shall be responsible for hiring an executive director, who shall work under such conditions outlined in a contract or letter of engagement as the NEB shall determine.

C. The executive director shall:

1. Serve as the chief executive officer of NARFE;
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3. Hire, promote and terminate Association employees subject to the personnel policies established by the NEB;
4. Participate in all annual membership meetings and all meetings of the NEB;
5. Submit reports that provide recommendations for programs for the ensuing term, including costs and sources of income;
6. Be responsible for the receipt and deposit of all monies of the Association in a federally-insured financial institution(s) designated by the NEB, and maintain all the books, seals, papers and records of the Association and the bonds of the officers;
7. Review, approve and sign all contracts and invoices related to NARFE programs; and
8. Approve all staff travel and review and approve all travel expense reports (this includes NEB travel expense reports). Executive Director expense reports will be reviewed and approved by President or Secretary/Treasurer.
## Proposal to Amend NARFE Bylaws

**Executive Director expense reports will be reviewed and approved by President or Secretary/Treasurer.**

### Conforming Amendments: (If the above proposal is adopted, the following will automatically be adopted to conform to that decision):

#### Article II, Section 1.E.1:
1. The President shall be the Chief Executive Officer of the Association.

#### Article III, Section 2.B:
B. Duties: The NEB shall:
1. Establish and modify the national regions of the Association;
2. Establish personnel policies for the hiring, promotion, and termination of Association employees;
3. Approve the appointment and fix the compensation of special staff as may be required;
4. Determine and direct the manner and placement of investments of the Association funds;
5. Order annual or more frequent audits to be made by a certified public accountant recommended by the audit committee;
6. Create such special committees as it may deem necessary to further the work of the Association, other than the audit committee, provided for in Article II, Section 2.E.3; and
7. Perform such other duties as directed by the national convention or by the president, with concurrence of the majority of the NEB.

#### Article II, Section 1.E.1:
1. The President shall be the Chief Executive Elected Officer of the Association.

#### Article III, Section 2.B:
B. Duties: The NEB shall:
1. Establish and modify the national regions of the Association;
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7. Perform such other duties as directed by the national convention or by the president, with concurrence of the majority of the NEB.

#### Rule II, Section 1.A.:
A. The President shall:

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#### Rule II, Section 1.A.:
A. The President shall:
### Proposal to Amend NARFE Bylaws

1. Be responsible for the execution of policies and programs under the general direction of the NEB;
2. Assign duties to the secretary/treasurer and regional vice presidents, subject to approval by the NEB;
3. Hire, promote and terminate Association employees, subject to personnel policies established by the NEB;
4. Appoint qualified persons to such special staff positions designated by the NEB as necessary, at rates of compensation fixed by the NEB;
5. Preside at all annual membership meetings and all meetings of the NEB;
6. Appoint members to and select the chair of committees, except the audit committee, deemed necessary by the NEB or the meeting;
7. Be an ex officio member of all committees except the audit committee; and
8. Submit to each meeting recommendations for programs for the ensuing term, including estimated costs and sources of income.

### Rule II, Section 1.B.:  
B. The Secretary/Treasurer shall:

1. Perform the duties of the president in the temporary absence or disability of the president;
2. Succeed to the office of the president in the event of a vacancy;
3. Keep true and correct minutes of all NEB meetings and records of all membership meetings;
4. Maintain all the books, seals, papers and records of the Association and the bonds of the officers;
5. Assign duties to the secretary/treasurer and regional vice presidents, subject to approval by the NEB;
6. Preside at all annual membership meetings and all meetings of the NEB;
7. Appoint members to and select the chair of committees, except the audit committee, deemed necessary by the NEB or the meeting;
8. Be an ex officio member of all committees except the audit committee; and
9. Submit to each meeting recommendations for programs for the ensuing term, including estimated costs and sources of income.

### Rule II, Section 1.B.:  
B. The Secretary/Treasurer shall:

1. Perform the duties of the president in the temporary absence or disability of the president;
2. Succeed to the office of the president in the event of a vacancy;
3. Keep true and correct minutes of all NEB meetings and records of all membership meetings;
4. Maintain all the books, seals, papers and records of the Association and the bonds of the officers;
5. Ensure that the Association's dedicated funds, i.e., NARFE-PAC, Life Membership Trust Fund, Joe Woodruff Memorial Building Fund, NARFE...
<table>
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<td>5. Be responsible for the receipt and deposit of all monies of the Association in a federally-insured financial institution(s) designated by the NEB;</td>
</tr>
<tr>
<td>6. Pay all orders for payment issued by the president;</td>
</tr>
<tr>
<td>7. Secure bond for the treasurer or any other person who acts for the treasurer in such amount as the NEB shall deem sufficient to protect the Association;</td>
</tr>
<tr>
<td>8. Ensure that the Association’s dedicated funds, i.e., NARFE-PAC, Life Membership Trust Fund, Joe Woodruff Memorial Building Fund, NARFE Contingency Fund, NARFE Meeting Fund, and any other funds so designated by the NEB, shall not be commingled with any other funds or used for collateral for any obligation not specifically authorized in the bylaws;</td>
</tr>
<tr>
<td>9. Submit a monthly report of receipts and expenditures to the NEB;</td>
</tr>
<tr>
<td>10. Have access to the safe deposit box of the Association when accompanied by another national officer;</td>
</tr>
<tr>
<td>11. Prepare an operating and a capital budget to include the current calendar year and the two future years; and</td>
</tr>
<tr>
<td>12. Ensure that a financial report for the prior calendar year, including a balance sheet, list of investments and the auditor’s recommendations, is published not later than the June issue of the Association’s official publication. Such report shall list separately the salary of each national officer and regional vice president.</td>
</tr>
</tbody>
</table>

| Contingency Fund, NARFE Meeting Fund, and any other funds so designated by the NEB, shall not be commingled with any other funds or used for collateral for any obligation not specifically authorized in the bylaws; |
| 5. Exercise general oversight over the financial activities of the Association; |
| 6. Have access to the safe deposit box of the Association when accompanied by another national officer; and |
| 7. Ensure that a financial report for the prior calendar year, including a balance sheet, list of investments and the auditor’s recommendations, is published not later than the June issue of the Association’s official publication. Such report shall list separately the salary of each national officer and regional vice president. |
Proposal to Amend NARFE Bylaws

<table>
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<tr>
<th>Rule III: The NEB shall:</th>
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<tr>
<td>A. Designate those special staff positions it deems appropriate in the national headquarters, such as a general counsel, a legislative representative and legislative assistants, an editor and managing editor for the monthly publication, an assistant to the secretary/treasurer, a credentialed parliamentarian, etc.;</td>
</tr>
<tr>
<td>B. Direct the storage of all securities owned by the Association and all other evidence of investment of funds requiring safeguarding in a safe deposit box in a bank or trust company;</td>
</tr>
<tr>
<td>C. Cancel the charter of any chapter or federation, on thirty (30) days' notice, for failure to carry out the requirements and purposes of the charter, bylaws, or constitution (if applicable) or for other causes;</td>
</tr>
<tr>
<td>1. The charter holder shall be given reasonable opportunity to show cause why such charter should not be canceled.</td>
</tr>
<tr>
<td>2. A chapter or federation, upon notification that its charter is canceled, shall provide an accounting of funds to the Association and refund any monies in hand received from the Association.</td>
</tr>
<tr>
<td>D. Provide criteria and standards of policy guidance to the president.</td>
</tr>
<tr>
<td>E. Approve the operating and capital budgets of the Association.</td>
</tr>
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</table>

**Rationale:**
With the movement to a professional staff, this is the next logical step.

**Bylaws Committee Recommendation:**
The bylaws committee recommends approval.
Proposal to Amend NARFE Bylaws

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<td>Federations</td>
<td>IV</td>
<td>4</td>
<td>National Executive Board</td>
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**Current Language:**

**Section 4. Federations**
A. Four (4) or more chapters may organize as a federation. Only one (1) federation will be authorized within any one (1) State, the District of Columbia, territory or possession of the United States or foreign country.
B. A federation must adopt bylaws that do not conflict with the Association's Articles of Incorporation, bylaws or standing rules. The federation's bylaws and any subsequent amendments shall be approved at national headquarters.
C. A federation shall ensure that its chapters' concerns are presented to the NEB.
D. A federation shall promote within its respective area the aims and objectives of the Association.
E. Any action of a federation shall be advisory only in its effect upon the chapters and shall not bind the action of duly accredited chapter delegates to national conventions.

**Proposed Changes:**

**Section 4. Federations**
A. Four (4) or more chapters may organize as a federation. A federation shall be composed of members belonging to chapters chartered within its borders and national members residing within its borders. Only one (1) federation will be authorized within any one (1) State, the District of Columbia, territory or possession of the United States or foreign country.
B. A federation must adopt bylaws that do not conflict with the Association's Articles of Incorporation, bylaws or standing rules. The federation's bylaws and any subsequent amendments shall be approved at national headquarters.
C. A federation shall ensure that its chapters' and members' concerns are presented to the NEB.
D. A federation shall promote within its respective area the aims and objectives of the Association.
E. Any action of a federation shall be advisory only in its effect upon the chapters and members, and shall not bind the action of duly accredited chapter delegates to national conventions.

**If Adopted:**

**Section 4. Federations**
A. A federation shall be composed of members belonging to chapters chartered within its borders and non-chapter members residing within its borders. Only one (1) federation will be authorized within any one (1) State, the District of Columbia, territory or possession of the United States or foreign country.
B. A federation must adopt bylaws that do not conflict with the Association's Articles of Incorporation, bylaws or standing rules. The federation's bylaws and any subsequent amendments shall be approved at national headquarters.
C. A federation shall ensure that its chapters' and members' concerns are presented to the NEB.
D. A federation shall promote within its respective area the aims and objectives of the Association.
E. Any action of a federation shall be advisory only in its effect upon the chapters and members.

**Conforming Amendments: (If the above proposal is adopted, the following will automatically be adopted to conform to that decision.**

**Article I, Section 3.E:**
E. Ten percent (10%) of the national dues and new membership fees shall be returned to the federations on a monthly basis.

**Article I, Section 3.E:**
E. Ten percent (10%) of the national dues of its members and new membership fees shall be returned to each federation the federations on a monthly basis.

**Article I, Section 3.E:**
E. Ten percent (10%) of the national dues of its members and new membership fees shall be returned to each federation on a monthly basis.
## Proposal to Amend NARFE Bylaws

### Rule I, Section 4.C:

C. Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters;
2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;
3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates;
4. For chapter offices, only the labels for the officers and members of the chapter concerned.

### Rule I, Section 4.C.3:

C. Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters;
2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;
3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates;
4. For chapter offices, only the labels for the officers and members of the chapter concerned.

### None

### Rationale:

With the adoption of one member one vote, this clarifies the role of federations.

### Bylaws Committee Recommendation:

The bylaws committee recommends approval.
## Proposal to Amend NARFE Bylaws

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<td>Committees</td>
<td>III</td>
<td>2.B.6.</td>
<td>National Executive Board</td>
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### Current Language:

6. Create such special committees as it may deem necessary to further the work of the Association, other than the audit committee, provided for in Article II, Section 2.E.3; and

### Proposed Changes:

6. Create such special committees as it may deem necessary to further the work of the Association, other than the audit committee, provided for in Article II, Section 2.E.3; and

### If Adopted:

6. Create such committees as it may deem necessary to further the work of the Association, other than the audit committee, provided for in Article II, Section 2.E.3; and

### Rule II, Section 1.A.6:

6. Appoint members to and select the chair of committees, except the audit committee, deemed necessary by the NEB or the meeting;

### Rationale:

The NEB already creates committees; removing the term "special" matches current practice.

### Bylaws Committee Recommendation:

The bylaws committee recommends approval.
Proposal to Amend Bylaws

<table>
<thead>
<tr>
<th>Proposal #</th>
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<td>18-05</td>
<td>Proxies</td>
<td>II</td>
<td>2.D.2.</td>
<td>National Executive Board</td>
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</table>

**Current Language:**

2. An RVP who is unable to attend an NEB meeting may assign another NEB member to act as his/her proxy at that meeting.

**Proposed Changes:**

2. An RVP who is unable to attend an NEB meeting may assign another NEB member to act as his/her proxy at that meeting.

**If Adopted:**

None.

**Rationale:**

NARFE legal counsel has advised the Association that board members are not allowed to vote by proxy under the District of Columbia Code. Board members do not have the power to vote by proxy since that power is not granted by the Code.

**Bylaws Committee Recommendation:**

Regional Vice Presidents represent the entire association, not just their regions. Therefore, all members are represented at NEB meetings. The bylaws committee recommends approval.
Proposal to Amend Standing Rules

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Rule</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
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**Current Language:**
Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:
1. For national offices, only the labels for officers of the federations and chapters;
2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;
3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates;
4. For chapter offices, only the labels for the officers and members of the chapter concerned.

**Proposed Changes:**
Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:
1. For national offices, only the labels for officers of the federations and chapters;
2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;
3. For federation offices, only the labels for the officers of the federation and the chapters members, chapter or National within the federation in which they are candidates;
4. For chapter offices, only the labels for the officers and members of the chapter concerned.

**If Adopted:**
Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:
1. For national offices, only the labels for officers of the federations and chapters;
2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;
3. For federation offices, only the labels for the members, chapter or National within the federation in which they are candidates;
4. For chapter offices, only the labels for the officers and members of the chapter concerned.

**Rationale:**
As the responsibilities of the federations include representing all of the members, both chapter members and National members, in the respective area, a candidate for a federation office should have access to the labels of the members who will be voting for that office.

**Bylaws Committee Recommendation:**
The bylaws committee recommends rejection in favor of proposal 1811.

**Estimated Cost:** $none
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 5 October 2017

1. **Title:** Adjust Federation Access to Lists and Labels

2. **Bylaws Article and Section affected (or Standing Rule number):** Standing Rule 1, Section 4

3. **State the specific change proposed:*

   In Standing Rule 1, Section 4, paragraph C.3, strike out the words "the officers of the federation and the chapters" and insert the words "the members, chapter or National."

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

   4a. **Current Bylaws (or Standing Rule):**

   3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates.

   4b. **If Adopted:**

   3. For federation offices, only the labels for the members, chapter or National, within the federation in which they are candidates.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**

   As the responsibilities of the federations include representing all of the members, both chapter members and National members, in the respective areas, a candidate for a federation office should have access to the labels of the members who will be voting for that office.

6. **Estimated cost:** $ none

7. **Method of proposal:**

   - [ ] a. Member direct to National Headquarters
   - [ ] b. Chapter #__________ direct to National Headquarters
   - [ ] c. Chapter via a Federation: Chapter #__________, Federation ___________________________
     Date adopted by Federation ___________________________
   - [ ] d. Federation Executive Board direct to National Headquarters: Federation Arizona
   - [ ] e. Federation Executive Board via Federation Voting: Federation ___________________________
     Date adopted ___________________________
   - [ ] f. Federation Voting to National Headquarters: Federation ___________________________
     Date adopted ___________________________
   - [ ] g. The NEB - Date of meeting when adopted ___________________________
   - [ ] h. Special Committee designated by the NEB: Committee ___________________________

*Please use a Word Document if additional space is needed.*

F-3C (09/17)
Proposal to Amend NARFE Standing Rules

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Rule</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-08</td>
<td>Timing of Ballot Votes</td>
<td>VI</td>
<td>1</td>
<td>Arizona Federation Executive Board</td>
</tr>
</tbody>
</table>

**Current Language:**
For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote.

**Proposed Changes:**
For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote. **The issue month of the magazine containing the ballot to vote shall be the same month as the opening day of the National Convention/Conference.**

**If Adopted:**
For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote. The issue month of the magazine containing the ballot to vote shall be the same month as the opening day of the National Convention/Conference.

**Rationale**
Moving the month (or so) of the ballot voting process to the same month as the National Convention/Conference will allow attendees to meet and question the candidates and discuss/debate the various Bylaw Amendments and other resolutions prior to having to cast their ballots. Arrangements may be made to allow non-attendees to view/stream candidate forums and resolution discussions/debates.

Having the ballot process close in the same month as the National Convention/Conference will significantly shorten the "lame duck" period for outgoing National Officers and RVPs, while still allowing sufficient time for "transition" (residence hunting, lease ending, etc.). Excessive "lame duck" period for outgoing officers is risky and not in the best interests of NARFE.

Having some "drama" (ongoing election process) during the National Conv/Conf would likely generate more interest and attendance at the event. This timing change also opens an opportunity to be heard for those that might otherwise be excluded by the current process.

**Bylaws Committee Recommendation:**
The intent of an early ballot vote is that all ballots can be tallied and the results announced before or at the National Conference. Having the issue month of the ballot be the same as the month of the National Conference impedes this process of having votes counted in time to be announced. Further, if the voters have until the last day to vote, the National Conference likely will have already occurred. Finally, if this were approved, it could allow attendees at the National Conference to have an unfair advantage over non-attendees because they wouldn't be able to address the issues. The committee recommends rejection of this amendment.

**Estimated Cost:** none
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 10/5/2017

1. Title: Timing of Ballot Votes

2. Bylaws Article and Section affected (or Standing Rule number): Standing Rule VI, Section 1. Voting

3. State the specific change proposed:

   In Standing Rule VI, Section 1. Voting, add a second sentence, as follows: "The issue month of the magazine containing the ballot to vote shall be the same month as the opening day of the National Convention/Conference."

   PROVISO: This Standing Rule Amendment shall not take effect until January 1, 2019.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):

   Section 1. Voting. For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote.

4b. If Adopted:

   Section 1. Voting. For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote. The issue month of the magazine containing the ballot to vote shall be the same month as the opening day of the National Convention/Conference.

5. Reason the change should be adopted (Limit to no more than three paragraphs):

   Moving the month (or so) of the ballot voting process to the same month as the National Convention/Conference will allow attendees to meet and question the candidates and discuss/debate the various Bylaw Amendments and other resolutions prior to having to cast their ballots. Arrangements may be made to allow non-attendees to view/stream candidate forums and resolution discussions/debates.

   Having the ballot process close in the same month as the National Convention/Conference will significantly shorten the "lame duck" period for outgoing National Officers and RVPs, while still allowing sufficient time for "transition" (residence hunting, lease ending, etc.). Excessive "lame duck" period for outgoing officers is risky and not in the best interest of NARFE.

   Having some "drama" (ongoing election process) during the National Conv/Conf would likely generate more interest and attendance at the event. This timing change also opens an opportunity to be heard for those that might otherwise be excluded by the current process.

6. Estimated cost: $ none

7. Method of proposal:

   □ a. Member direct to National Headquarters
   □ b. Chapter #__________ direct to National Headquarters
   □ c. Chapter via a Federation: Chapter #__________, Federation __________________________________________
       Date adopted by Federation __________________________
   ✔ d. Federation Executive Board direct to National Headquarters: Federation Arizona __________________________
   □ e. Federation Executive Board via Federation Voting: Federation __________________________________________
       Date adopted ____________________________________
   □ f. Federation Voting to National Headquarters: Federation __________________________________________
       Date adopted ____________________________________
   □ g. The NEB - Date of meeting when adopted __________________________
   □ h. Special Committee designated by the NEB: Committee __________________________________________

Please use a Word Document if additional space is needed.
# Proposal to Amend NARFE Standing Rules

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Rule</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-09</td>
<td>Expand Federation Duties</td>
<td>IV</td>
<td>1. A.</td>
<td>Arizona Federation Executive Board</td>
</tr>
</tbody>
</table>

**Current Language:**

Section 1. Federations

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:

1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.

**Proposed Changes:**

Section 1. Federations

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:

1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.

6. **Provide a communications conduit between the members, both chapter and national, and the national headquarters.**

**If Adopted:**

Section 1. Federations

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:

1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.
6. Provide a communications conduit between the members, both chapter and national, and the national headquarters.
Proposal to Amend NARFE Standing Rules

**Rationale:**
The change provides clarity that the new duties of the Federations includes providing the vehicle for any member to send and receive communications with the National headquarters. It amplifies the requirement stated in Bylaws Article IV, Section 4, paragraph C "... ensure that its chapters' and National Members' concerns are presented to the NEB."

**Bylaws Committee Recommendation:**
This is not a Federation duty. Headquarters should provide the mechanism for communicating with its members, both chapter and national. Federations would have to provide their own conduits, which potentially could lead to 54 disparate and dysfunctional systems. The committee recommends rejection of this amendment.

**Estimated Cost:** none
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 5 October 2017

1. Title: Expand Federation Duties

2. Bylaws Article and Section affected (or Standing Rule number): Standing Rule IV, Section 1, paragraph A

3. State the specific change proposed:
In Standing Rule IV, Section 1, paragraph A, add the following:
"6. Provide a communications conduit between the members, both chapter and national, and the national headquarters."

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):
[none]

4b. If Adopted:
6. Provide a communications conduit between the members, both chapter and national, and the national headquarters.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
The change provides clarity that the new duties of the Federations includes providing the vehicle for any member to send and receive communications with the National headquarters. It amplifies the requirement stated in Bylaws Article IV, Section 4, paragraph C "... ensure that its chapters' and National Members' concerns are presented to the NEB."

6. Estimated cost: $ none

7. Method of proposal:
☐ a. Member direct to National Headquarters
☐ b. Chapter #__________ direct to National Headquarters
☐ c. Chapter via a Federation: Chapter #__________, Federation __________________________
   Date adopted by Federation __________________
☐ d. Federation Executive Board direct to National Headquarters: Federation Arizona __________________
☐ e. Federation Executive Board via Federation Voting: Federation __________________________
   Date adopted __________________________
☐ f. Federation Voting to National Headquarters: Federation __________________________
   Date adopted __________________________
☐ g. The NEB - Date of meeting when adopted __________________________
☐ h. Special Committee designated by the NEB: Committee __________________________

Please use a Word Document if additional space is needed.
1. Title: Membership Lists and Labels

2. Bylaws Article and Section affected (or Standing Rule number): Standing Rule 1, Section 4.

3. State the specific change proposed:

Eliminate the references to purchase of computer labels and address labels in Standing Rule 1.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):

See attachment.

4b. If Adopted:

See attachment.

5. Reason the change should be adopted (Limit to no more than three paragraphs):

See attachment.

6. Estimated cost: $ NONE

7. Method of proposal:

☑ a. Member direct to National Headquarters

☐ b. Chapter #_________ direct to National Headquarters

☐ c. Chapter via a Federation: Chapter #_________, Federation ____________________________

  Date adopted Federation________________________

☐ d. Federation Executive Board direct to National Headquarters: Federation ____________________________

☐ e. Federation Executive Board via Federation Voting: Federation ____________________________

  Date adopted________________________

☐ f. Federation Voting to National Headquarters: Federation ____________________________

  Date adopted________________________

☐ g. The NEB - Date of meeting when adopted ____________________________

☐ h. Special Committee designated by the NEB: Committee ____________________________

Please use a Word Document if additional space is needed.
Proposal to Amend Bylaws

C. Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters; □

2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates; □

3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates; □

4. For chapter offices, only the labels for the officers and members of the chapter concerned. □

C. Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters; □

2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates; □

3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates; □

4. For chapter offices, only the labels for the officers and members of the chapter concerned.

If Adopted:

None.
# Proposal to Amend Bylaws

<table>
<thead>
<tr>
<th>D. Candidates shall reimburse the Association for such lists and labels on the same cost basis and terms as the Association may be offering lists and labels to the chapters and federations.</th>
</tr>
</thead>
<tbody>
<tr>
<td>candidates concerned.</td>
</tr>
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<td>D. Candidates shall reimburse the Association for such lists and labels on the same cost basis and terms as the Association may be offering lists and labels to the chapters and federations.</td>
</tr>
</tbody>
</table>

## Rationale:

The Online Activities Module (OAM) and the NARFE E-mail System (NES) have made the purchase of computer labels and address labels by candidates for office obsolete. Depending on the level of access granted, mailing labels may be printed using the OAS and information may be distributed to Association members using the NES.
# Proposal to Amend Bylaws

<table>
<thead>
<tr>
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<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-13</td>
<td>Reallocate Dues Paid by New Members Who Join a Chapter</td>
<td>II</td>
<td>3.E.</td>
<td>Chapter 0258</td>
</tr>
</tbody>
</table>

**Current Language:**

E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis.

**Proposed Changes:**

E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis, *except that payments to a federation for a new member who joins a chapter shall begin with the second year of membership.*

**If Adopted:**

E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis, except that payments to a federation for a new member who joins a chapter shall begin with the second year of membership.

**Conforming amendments: If the above amendment is adopted, the following amendments to the bylaws and/or standing rules shall also be adopted.**

**Standing Rule 1, Section 2.C.:**

For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the same time they join NARFE, one-third (1/3) of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE national dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the national dues and the dues of the appropriate chapter.

**Standing Rule 1, Section 2.C.:**

For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the same time they join NARFE, one-third (1/3) ten percent (10%) of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE national dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the national dues and the dues of the appropriate chapter.

**Standing Rule 1, Section 2.C.:**

For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the same time they join NARFE, ten percent (10%) of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE national dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the national dues and the dues of the appropriate chapter.

**Rationale:**

Currently NARFE HQ has a disincentive to recruit new members into local chapters. That is because HQ has to send one-third (1/3) of the $40 national dues ($13.33) for new members to the chapter that the member joins. In the last year through September 2017, the total of new members in NARFE was about 12,000. The total revenue from these new members comes to about $480,000 for the year. If half of the new members were to join a chapter, then the revenue retained by NARFE HQ would be reduced by $80,000 for the year.

In practice, only a small fraction of new members have joined local chapters in recent years. Take the Maryland Federation as an example. It is one of the largest federations in NARFE. As recently as 2012, more than 900 new members joined chapters in Maryland. The number of new members (of chapters) was 316 in 2014, 342 in 2015, declined to
Proposal to Amend Bylaws

281 in 2016 and is only 142 in the twelve months through September 2017. That last number is more than a fifty percent decline in the number of new members in Maryland chapters from 2014 and 2015 and a huge 85% decline from 2012.

The proposed amendment to the NARFE bylaws and standing rules would equalize the revenues retained by HQ for recruiting a new member into a local chapter or into NARFE alone. This amendment would mean that HQ would have no financial incentives for a new member to either join or not join a local chapter. The first change would reduce the amount paid to a chapter when a new member joins from one-third of national dues to ten percent. The second change would delay to the second year of membership the payment of ten-percent funds to a federation when a new member joins a chapter.

**Bylaws Committee Recommendation:**
This amendment is very confusing. The intent is unclear and the disincentive is not legitimate. Federations are allowed to receive ten percent of the dues per member and this would deprive Federations of much-needed funding in the first year. Further, it would appear more advantageous for chapters to receive one-third of the new member dues instead of ten percent.

The committee recommends rejection of this amendment.

**Estimated Cost:** Unknown costs associated with revising recruitment materials and changing computer software.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: November 10, 2017

1. **Title:** Reallocate Dues Paid by New Members Who Join a Chapter

2. **Bylaws Article and Section affected (or Standing Rule number):**

3. **State the specific change proposed:**

   In ARTICLE I. MEMBERSHIP AND DUES, Section 3. Dues. E. add new sentence to end of paragraph as follows:
   "EXCEPTION: Payments to a federation for a new member who joins a chapter shall start with the second year of membership." AND
   In RULE I, Section 2. C. Second Sentence. Replace "one-third (1/3)" with "ten percent."

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

   **4a. Current Bylaws (or Standing Rule):**
   ARTICLE I. MEMBERSHIP AND DUES, Section 3. Dues. E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis. AND RULE I MEMBERSHIP AND DUES, Section 2. Membership Recruitment, C. First and Second Sentences: For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the same time they join NARFE, one-third (1/3) of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues.

   **4b. If Adopted:**
   ARTICLE I. MEMBERSHIP AND DUES, Section 3. Dues. E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis. EXCEPTION: Payments to a federation for a new member who joins a chapter shall start with the second year of membership.
   RULE I MEMBERSHIP AND DUES, Section 2. Membership Recruitment, C. First and Second Sentences. For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**

   Currently NARFE HQ has a disincentive to recruit new members into local chapters. That is because HQ has to send one-third (1/3) of the $40 national dues ($13.33) for new members to the chapter that the member joins. In the last year through September 2017, the total of new members in NARFE was about 12,000. The total revenue from these new members comes to about $480,000 for the year. If half of the new members were to join a chapter, then the revenue retained by NARFE HQ would be reduced by $80,000 for the year.
   In practice, only a small fraction of new members have joined local chapters in recent years. Take the Maryland Federation as an example. It is one of the largest federations in NARFE. [See Word document attached.]

6. **Estimated cost:** $ Unknown costs associated with revising recruitment materials and changing computer software.

7. **Method of proposal:**
   - a. Member direct to National Headquarters
   - □ b. Chapter # 0258 direct to National Headquarters
   - □ c. Chapter via a Federation: Chapter #__________, Federation ____________________________
     Date adopted by Federation ____________________________
   - □ d. Federation Executive Board direct to National Headquarters: Federation ____________________________
   - □ e. Federation Executive Board via Federation Voting: Federation ____________________________
     Date adopted ____________________________
   - □ f. Federation Voting to National Headquarters: Federation ____________________________
     Date adopted ____________________________
   - □ g. The NEB - Date of meeting when adopted ____________________________
   - □ h. Special Committee designated by the NEB: Committee ____________________________

*Please use a Word Document if additional space is needed.*
# Proposal to Amend Bylaws

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<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-18</td>
<td>Clarify National Membership Prerequisite</td>
<td>IV</td>
<td>5.D.</td>
<td>California Federation</td>
</tr>
</tbody>
</table>

### Current Language:
National membership is a prerequisite to chapter membership.

### Proposed Changes:
National Association membership is a prerequisite to chapter membership.

### If Adopted:
Association membership is a prerequisite to chapter membership.

### Rationale:
Association appears throughout the Bylaws, therefore, it is appropriate to change the word National to Association. This will preclude further misinterpretations.

The bylaws committee recommends adoption.

### Estimated Cost:
None.
1. **Title:** Clarify National Membership Prerequisite

2. **Bylaws Article and Section affected (or Standing Rule number):** Article IV, Section 5.D

3. **State the specific change proposed:**
   Change National membership to Association membership.

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

   4a. **Current Bylaws (or Standing Rule):**
   National membership is a prerequisite to chapter membership.

   4b. **If Adopted:**
   Association membership is a prerequisite to chapter membership.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**
   National membership in this Article is being misinterpreted to mean, "National Division" membership. Thus, by that interpretation, one must be a National Division member before they can be a chapter member as specified in the 2016 National Bylaws. However, the same words "National membership is a prerequisite to chapter membership", for that same paragraph also appear in the 2014 and the 2012 National Bylaws which were specified long before the National Division was created following the 2016 National Convention. The term National in this case, means Association, not National Division.

   Association appears throughout the Bylaws, therefore, it is appropriate to change the word National to Association. This will preclude further misinterpretations.

6. **Estimated cost:** $ None

7. **Method of proposal:**
   - [ ] a. Member direct to National Headquarters
   - [ ] b. Chapter #___________ direct to National Headquarters
   - [ ] c. Chapter via a Federation: Chapter #_________, Federation ____________________________
     Date adopted by Federation_____________________
   - [ ] d. Federation Executive Board direct to National Headquarters: Federation California
   - [ ] e. Federation Executive Board via Federation Voting: Federation ____________________________
     Date adopted_______________________
   - [ ] f. Federation Voting to National Headquarters: Federation ____________________________
     Date adopted_______________________
   - [ ] g. The NEB - Date of meeting when adopted ____________________________
   - [ ] h. Special Committee designated by the NEB: Committee ____________________________

Please use a Word Document if additional space is needed.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

1. Title: First Year Chapter Fees in Lieu of Chapter Dues

2. Bylaws Article and Section affected (or Standing Rule number): Art 1 Sect 3B

3. State the specific change proposed:
Change the time frame for first year chapter fee in lieu of chapter dues from "at the same time they join NARFE" to "within the first six (6) months of joining NARFE.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE.

4b. If Adopted:
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter within six (6) months of joining NARFE.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
Prior to the Optional chapter membership, the members automatically joined chapters AT THE SAME TIME AS WHEN THEY JOINED NARFE. The new member was charged nothing extra the first year to belong to a chapter, and the chapter received the first year chapter fee in lieu of chapter dues (Currently 1/3 of dues or $13.34) - See addendum

6. Estimated cost: $ None -- same money involved, just disbursed differently, like prior to Optional Chapter Membership

7. Method of proposal:
☑ a. Member direct to National Headquarters
☐ b. Chapter #_____________ direct to National Headquarters
☐ c. Chapter via a Federation: Chapter #_____________, Federation ___________________________
   Date adopted by Federation ___________________________
☐ d. Federation Executive Board direct to National Headquarters: Federation ___________________________
☐ e. Federation Executive Board via Federation Voting: Federation ___________________________
   Date adopted ___________________________
☐ f. Federation Voting to National Headquarters: Federation ___________________________
   Date adopted ___________________________
☐ g. The NEB - Date of meeting when adopted ___________________________
☐ h. Special Committee designated by the NEB: Committee ___________________________

Please use a Word Document if additional space is needed.
# Proposal to Amend Bylaws

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<tr>
<td>18-19</td>
<td>First Year Chapters Fees in Lieu of Chapter Dues</td>
<td>II</td>
<td>3.B.</td>
<td>NEB</td>
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</table>

**Current Language:**

The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE.

**Proposed Changes:**

The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE within six months of joining NARFE.

**If Adopted:**

The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter within six months of joining NARFE.

**Rationale:**

Prior to the Optional chapter membership, the members automatically joined chapters AT THE SAME TIME AS WHEN THEY JOINED NARFE. The new member was charged nothing extra the first year to belong to a chapter, and the chapter received the first year chapter fee in lieu of chapter dues (currently 1/3 of dues or $13.34). The emphasis is not on getting them to join NARFE, and then focus on if they want to belong to a Chapter. If the member responses to the follow-up letter from National welcoming them to NARFE and informing them of the local Chapter option by deciding to belong to a chapter, as the bylaws read, the new member has to pay chapter dues to the chapter, and the chapter loses the first-year chapter fee. The new member now must pay more than the $40 first year dues (which is previously covered both National and Chapter dues), the Chapter is losing income and now must become a collection agency (which years ago, to streamline, National began collecting all dues). The only one gaining from this language is the National Office, who now get to keep the $13.34 for virtually every new member.

This needs to be made right: to the new member and to the chapters.

**Bylaws Committee Recommendation:**

This amendment is confusing and the rationale as well. The rationale is unclear as to why the six-month period is necessary. Chapters would have to wait up to six months to receive any money, as opposed to receiving the chapter fee when a new member joins NARFE. The bylaws committee recommends rejection.

**Estimated Cost:** None – same money involved, just disbursed differently, like prior to the adoption of optional chapter membership.
# Proposal to Amend Bylaws

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<tr>
<td>18-20</td>
<td>Roll Call Vote on all Policy Issues Published</td>
<td>III</td>
<td>3.C.</td>
<td>Illinois Federation</td>
</tr>
</tbody>
</table>

**Current Language:**
A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association.

**Proposed Changes:**
A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association and on the NARFE website. Such summary shall include a roll call voting record on all policy changes.

**If Adopted:**
A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association and on the NARFE website. Such summary shall include a roll call voting record on all policy changes.

**Rationale:**
In the past, votes on some policy issues did not state the roll call vote by NEB members. Some members of the NEB did not explain their votes on policy issues or misrepresented how they voted so their constituents did not know how they voted. It is necessary for constituents of elected positions to know how their elected representatives vote on important issues.

**Bylaws Committee Recommendation:**
This amendment is unnecessary because the NARFE website is an official publication of the Association. Further, putting the roll call requirement into the bylaws is unnecessary because this is procedural and can be handled by the NEB administratively. The committee recommends rejection.

**Estimated Cost:** $100.00
1. **Title:** Roll call vote on all policy issues published

2. **Bylaws Article and Section affected (or Standing Rule number):** Article III Section 3

3. **State the specific change proposed:**
   The Illinois Federation makes a motion that a new item Article III Section 3 #8 be established so that a roll call vote will be taken and published on the NARFE website on all policy changes.

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**
   **4a. Current Bylaws (or Standing Rule):**
   There is no current language to address this issue.

   **4b. If Adopted:**
   This would require the NEB to publish the roll call vote taken on all policy issues on the NARFE website.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**
   In the past votes on some policy issues did not state the roll call vote by NEB members. Some members of the NEB did not explain their votes on policy issues or misrepresented how they voted so their constituents did not know how they voted. It is necessary for constituents of elected positions to know how their elected representatives vote on important issues.

6. **Estimated cost:** $100.00

7. **Method of proposal:**
   - [ ] a. Member direct to National Headquarters
   - [ ] b. Chapter #_________ direct to National Headquarters
   - [ ] c. Chapter via a Federation: Chapter #_________, Federation ____________________________
     Date adopted by Federation ____________________________
   - [ ] e. Federation Executive Board via Federation Voting: Federation ____________________________
     Date adopted ____________________________
   - [ ] f. Federation Voting to National Headquarters: Federation ____________________________
     Date adopted ____________________________
   - [ ] g. The NEB - Date of meeting when adopted ____________________________
   - [ ] h. Special Committee designated by the NEB: Committee ____________________________

*Please use a Word Document if additional space is needed.*
Proposal to Amend NARFE Standing Rules

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<td>18-24</td>
<td>Organizational Structure: Federations and Chapters</td>
<td>IV</td>
<td>1</td>
<td>Theodore Van Hintum</td>
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</table>

Current Language:

Section 1. Federations
A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:
1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.

B. The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.

Proposed Changes:

Section 1. Federations
A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation. Each federation shall lead advocacy efforts within its geographic area, maintain constant vigil over the status of legislation in the applicable legislatures, take such action with respect to any such legislation as is beneficial to its members, and keep chapters and national members informed.

B. Each federation shall hold an annual meeting; the federation board shall have general supervision of federation affairs between annual meetings.

C. The elected officers of the federation shall be at a minimum a president and a treasurer or secretary/treasurer. Other elected officers may include one or more vice presidents, a secretary, a national legislative officer, state legislative officer and membership chair. Appointed officers of a federation may include a national legislative officer, state legislative officer, membership coordinator, Alzheimer coordinator, service officer, and others as appointed by the president and approved by the executive board.

D. The association shall furnish to each
Proposal to Amend NARFE Standing Rules

Section 2. Chapters

A. Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer.

B. Upon approval of a chapter's bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members of the chapter.

C. Chapter objectives are to:
   1. Establish at the local level programs for the recruitment and retention of Association members;
   2. Keep members informed on the plans and activities of the Association;
   3. Gain the members’ appreciation of the Association’s need for and importance of their active support;
   4. Provide opportunities at the local level to become well informed on the issues confronting the Association at the federal and state levels; 35
   5. Provide mutual assistance and support to solve problems that an individual member may be unable to solve alone; and
   6. Establish at the local level a means of direct participation in achieving Association objectives and goals.

D. To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE form listing the chapter dues amount. National headquarters shall collect these dues and remit them on a monthly basis to the respective

federation (as available) the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.

1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.

B. The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.

Section 2. Chapters

A. The purpose of a chapter shall be to support and work toward the objectives of the association by:

1. Advocating at the local level for legislation

Section 2. Chapters

A. The purpose of a chapter shall be to support and work toward the objectives of the association by:

1. Advocating at the local level for legislation
   1. Advocating at the local level for legislation that is beneficial to federal civilian employees and annuitants and oppose legislation detrimental to their interests;
   2. Establishing programs at the local level for the recruitment and retention of association members;
   3. Keeping members informed on the plans and activities of the association; and
   4. Providing assistance to solve problems that an individual member may be unable to solve alone.

B. Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer. Upon approval of a chapter's bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members of the chapter.

C. Any person who is a dues-paying member of NARFE shall be eligible to join a chapter.

D. Each chapter shall have a president, vice president (or first and second vice president), a secretary, and a treasurer (or secretary/treasurer). An executive committee may be created and consist of the elected chapter officers and other appointed officers and committee chairs as deemed appropriate. The executive committee shall exercise such authority and perform such duties as the chapter may prescribe.

E. Regular chapter meetings shall be held at a time and place designated by the chapter. One regular meeting during the year shall be designated as the annual
Proposal to Amend NARFE Standing Rules

E. The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).

that is beneficial to federal civilian employees and annuitants and oppose legislation detrimental to their interests;

2. Establishing programs at the local level for the recruitment and retention of association members;

3. Keeping members informed on the plans and activities of the association; and

4. Providing assistance to solve problems that an individual member may be unable to solve alone.

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E. Regular chapter meetings shall be held at a time and place designated by the chapter. One regular meeting during the year shall be designated as the annual meeting.

F. Chapters shall submit to the national headquarters the appropriate NARFE form listing the chapter dues amount and current chapter officers. Such form shall be submitted by January 1 each year.

G. The association shall furnish to each chapter the names and addresses of members of that chapter. The association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of non-voting members, such as social members.
F. Chapters shall submit to the national headquarters the appropriate NARFE form listing the chapter dues amount and current chapter officers. Such form shall be submitted by January 1 each year.

G. The association shall furnish to each chapter the names and addresses of members of that chapter. The association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of nonvoting members, such as social members.

C. Chapter objectives are to:
   1. Establish at the local level programs for the recruitment and retention of Association members;
   2. Keep members informed on the plans and activities of the Association;
   3. Gain the members' appreciation of the Association's need for and importance of their active support;
   4. Provide opportunities at the local level to become well informed on the issues confronting the Association at the federal and state levels;
   5. Provide mutual assistance and support to solve problems that an individual member may be unable to solve alone; and
   6. Establish at the local level a means of direct participation in achieving Association objectives and goals.

D. To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE
Proposal to Amend NARFE Standing Rules

form listing the chapter dues amount. National headquarters shall collect these dues and remit them on a monthly basis to the respective chapters.

E. The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter’s roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).

Rationale:
The current Rule IV focuses more on the responsibilities of Federations and chapters rather than their organization. This resolution outlines the current organizational structure of Federations and chapters. It incorporates the One Member One Vote and Optional Chapter Membership resolutions passed at the 2016 National Convention. It also incorporates the national guidance provided to implement those changes. It retains those Federation and chapter responsibilities such as provision of membership lists and annual reporting of chapter dues and officers not found elsewhere in the Chapter and Federation Officers Manual (F-10), the National Policy Book or the Procedures book.

Estimated Cost: None.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 12/15/17

1. Title: Organizational Structure

2. Bylaws Article and Section affected (or Standing Rule number): Rule IV Sections 1 and 2

3. State the specific change proposed:

Revises Rule IV to reflect the organization of federations and chapters and incorporates the One Member One vote and Optional Chapter Membership bylaws resolutions passed at the 2016 National Convention into the Rule.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):

See attachment.

4b. If Adopted:

See attachment.

5. Reason the change should be adopted (Limit to no more than three paragraphs):

See attachment.

6. Estimated cost: $ None

7. Method of proposal:

☑ a. Member direct to National Headquarters
☐ b. Chapter #__________ direct to National Headquarters
☐ c. Chapter via a Federation: Chapter #_______, Federation __________________________
   Date adopted by Federation____________________
☐ d. Federation Executive Board direct to National Headquarters: Federation ______________
☐ e. Federation Executive Board via Federation Voting: Federation _______________________
   Date adopted____________________
☐ f. Federation Voting to National Headquarters: Federation __________________________
   Date adopted____________________
☐ g. The NEB - Date of meeting when adopted _________________________________
☐ h. Special Committee designated by the NEB: Committee _________________________

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## Proposal to Amend Bylaws

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<td>Organizational Structure</td>
<td>IV</td>
<td>1 and 2</td>
<td>Member</td>
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</table>

### Current Language:

**Section 1. Federations**

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:

1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep

### Proposed Changes:

**Section 1. Federations**

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows: The federation will lead legislative advocacy efforts within its respective area.

1. To organize new chapters;
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4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any

### If Adopted:

**Section 1. Federations**

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation. The federation will lead legislative advocacy efforts within its respective area.

**B. Members.** All chapter members and national members of the National Active and Retired Federal Employees Association in the respective area of the Federation are members.

**C. Officers.** The elected officers of the Federation shall be at a minimum the President and the Treasurer or Secretary/Treasurer.

1. Other elected officers may include a Vice President(s), and Secretary.

2. Appointed officers of the Federation may include a National Legislative Officer, State Legislative Officer, Membership Coordinator, Alzheimer Coordinator, a Service Officer, and others as appointed by the President and approved by the Executive Board.

**D. Meetings.** The federation shall hold an annual meeting.

**E. Executive Board.** The elected officers of the
Proposal to Amend Bylaws

B. The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.

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2. Appointed officers of the Federation may include a National Legislative Officer, State Legislative Officer, Membership Coordinator, Alzheimer Coordinator, a Service Officer, and others as appointed by the President and approved by the Executive Board.

D. Meetings. The federation shall hold an annual meeting.

E. Executive Board. The elected officers of the Federation, if desired, may include the National Legislative Officer, the State Legislative Officer, and the Membership Chair (if applicable).

1. The Executive Board shall have general supervision of the affairs of the Federation between annual meetings.

F. Responsibilities

1. The Federation shall support the chapters and national members within its respective area.

2. The Federation shall lead advocacy efforts within its area, maintain constant vigil over the status of legislation in the various legislatures in the area, take such action with respect to any such legislation as is beneficial to Association members, and keep chapters and national members informed.

3. The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.
## Proposal to Amend Bylaws

### Section 2. Chapters

**A.** Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer.

**B.** Upon approval of a chapter’s bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members.

### 2. The Executive Board annually shall appoint an Audit Committee or select an accountant to conduct an audit of the Federation financial status.

### 3. When necessary, to transact urgent or emergency business, the President shall have the authority to conduct a telephone or e-mail canvass of Executive Board members.

### F. Responsibilities

1. The Federation shall support the chapters and national members within its respective area.

2. The Federation shall lead advocacy efforts within its area, maintain constant vigil over the status of legislation in the various legislatures in the area, take such action with respect to any such legislation as is beneficial to Association members, and keep chapters and national members informed.

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**A.** Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer.

**B.** Upon approval of a chapter’s bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members.
**Proposal to Amend Bylaws**

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**C. The purpose of a chapter shall be to support and work toward the objectives of the Association as follows:**

1. Advocate at the local level for legislation that is beneficial to federal civilian employees and annuitants and oppose legislation detrimental to their interests;
2. Establish at the local level programs for the recruitment and retention of Association members;
3. Keep members informed on the plans and activities of the Association; and,
4. Provide assistance to solve problems that an individual member may be unable to solve alone.

**D. Members.** Any person who is a dues-paying member of NARFE National shall be eligible to join a chapter.

**E. Officers.** Chapter officers shall be a president, vice president (or first and second vice president), secretary, and treasurer (or secretary treasurer).

**F. Meetings.** Regular meetings shall be held at a time and place designated by the chapter. One regular meeting during the year shall be designated the annual meeting.

**G. Executive Committee.** The executive committee may consist of the elected chapter officers and other appointed officers and committee chairs as deemed appropriate. The executive committee shall exercise such other duties as the chapter may prescribe.
Proposal to Amend Bylaws

D. To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE form listing the chapter dues amount. National headquarters shall collect these dues and remit them on a monthly basis to the respective chapters.

E. The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).

H. Responsibilities.

1. To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE form listing the chapter dues amount and current chapter officers. National headquarters shall collect these dues and remit them on a monthly basis to the respective chapters.

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# Proposal to Amend Bylaws

### G. Executive Committee

The executive committee may consist of the elected chapter officers and other appointed officers and committee chairs as deemed appropriate. The executive committee shall exercise such other duties as the chapter may prescribe.

### H. Responsibilities

1. **To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE form listing the chapter dues amount and current chapter officers. National headquarters shall collect these dues and remit them on a monthly basis to the respective chapters.**

2. **The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).**

---

**Rationale:**
The current Rule IV focuses more on the responsibilities of Federations and chapters rather than their organization. This resolution outlines the current organizational structure of Federations and chapters. It incorporates the One Member One Vote and Optional Chapter Membership resolutions passed at the 2016 National Convention. It also incorporates the national guidance provided to implement those changes. It retains those Federation and chapter responsibilities such as provision of membership lists and annual reporting of chapter dues and officers not found elsewhere in the Chapter and Federation Officers Manual (F-10), the National Policy Book or the Procedures book.
Proposal to Amend Bylaws

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<td>NEB Meeting Agendas</td>
<td>III</td>
<td>3.A.</td>
<td>Illinois Federation</td>
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</table>

**Current Language:**

**Section 3. Meetings**

A. There shall be at least two (2) meetings of the NEB per year.
B. The president or a majority of the NEB members may call a meeting.
C. A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association.
D. Meetings may be held by conference telephone or video calls, provided that all members are contacted and given twenty-four (24) hours’ notice.

**Proposed Changes:**

**Section 3. Meetings**

A. There shall be at least two (2) meetings of the NEB per year. The proposed agendas for such meetings shall be published on the NARFE website at least seven calendar days prior to the date of the meeting.
B. The president or a majority of the NEB members may call a meeting.
C. A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association.
D. Meetings may be held by conference telephone or video calls, provided that all members are contacted and given twenty-four (24) hours’ notice.

**If Adopted:**

**Section 3. Meetings**

A. There shall be at least two (2) meetings of the NEB per year. The proposed agendas for such meetings shall be published on the NARFE website at least seven calendar days prior to the date of the meeting.
B. The president or a majority of the NEB members may call a meeting.
C. A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association.
D. Meetings may be held by conference telephone or video calls, provided that all members are contacted and given twenty-four (24) hours’ notice.

**Rationale:**

Current members do not know when all NEB meetings including special meetings will occur and what the agenda will be. Without knowing when all meetings will take place and what subjects will be discussed, they cannot decide if they want to attend or follow up timely with their regional vice president on issues of concern.

**Bylaws Committee Recommendation:**

This amendment is in conflict with section D, as some meetings can be called with a 24 hour notice. The committee also feels this is administrative in nature and doesn’t belong in the bylaws.

The bylaws committee recommends rejection.

**Estimated Cost:** $100.
1. Title: Publish NEB meeting agenda

Date: December 5, 2017

2. Bylaws Article and Section affected (or Standing Rule number): Article III Section 3

3. State the specific change proposed:
The Illinois Federation makes a motion that that a new item E be established in Article III Section 3 that states that the publishing online of the NEB agenda for all meetings be required at least 7 calendar days before the meeting on the NARFE website.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):
There is no current language to address this issue.

4b. If Adopted:
This would require the NEB to publish online the agenda for each NEB meeting 7 calendar days on the NARFE website before all NEB meetings.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
Current members do not know when all NEB meetings including special meetings will occur and what the agenda will be. Without knowing when all meetings will take place and what subjects will be discussed, they cannot decide if they want to attend or follow up timely with their Regional Vice on issues of concern.

6. Estimated cost: $100.00

7. Method of proposal:
☐ a. Member direct to National Headquarters
☐ b. Chapter #________ direct to National Headquarters
☐ c. Chapter via a Federation: Chapter #________, Federation __________________________
   Date adopted by Federation __________________________
☐ e. Federation Executive Board via Federation Voting: Federation __________________________
   Date adopted __________________________
☐ f. Federation Voting to National Headquarters: Federation __________________________
   Date adopted __________________________
☐ g. The NEB - Date of meeting when adopted __________________________
☐ h. Special Committee designated by the NEB: Committee __________________________

Please use a Word Document if additional space is needed.
Proposal to Amend Bylaws

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<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-27</td>
<td>Changes to Regions</td>
<td>III</td>
<td>2.B.1.</td>
<td>Illinois Federation</td>
</tr>
</tbody>
</table>

**Current Language:**
B. Duties: The NEB shall:
1. Establish and modify the national regions of the Association;
   (remainder unchanged)

**Proposed Changes:**
B. Duties: The NEB shall:
1. Establish and modify the national regions of the Association by a two-thirds vote;
   (remainder unchanged)

**If Adopted:**
B. Duties: The NEB shall:
1. Establish and modify the national regions of the Association by a two-thirds vote;
   (remainder unchanged)

**Rationale:**
The current regional structure spread evenly around the country to give everyone an equal vote in federation policy has worked well for over 50 years. It should not change with less that the two-thirds vote required for a bylaws change.

**Bylaws Committee Recommendation:**
This amendment would restrict the ability of the NEB to change the number of regions, if necessary. The committee recommends rejection.

**Estimated Cost:** None.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: December 5, 2017

1. **Title:** Change in regions requires a 2/3 vote

2. **Bylaws Article and Section affected (or Standing Rule number):** Article III Section 2B1

3. **State the specific change proposed:**
The Illinois Federation makes a motion to delete current language of Article III Section 2B1 and insert, The NEB may recommend changes in regions and the changes will be subject to a 2/3 vote for passage.

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

4a. **Current Bylaws (or Standing Rule):**
Current language allows the NEB to make changes to the regional structure by majority vote.

4b. **If Adopted:**
If adopted, this resolution would require a 2/3 vote of the NEB to change the regions of the federation.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**
The current regional structure spread evenly around the country to give everyone a equal vote in federation policy has worked well for over 50 years. It should not change with less than the 2/3rd vote required for a bylaw change.

6. **Estimated cost:** No cost

7. **Method of proposal:**
   - a. Member direct to National Headquarters
   - b. Chapter #__________ direct to National Headquarters
   - c. Chapter via a Federation: Chapter #________, Federation ______________________________
   - d. Federation Executive Board direct to National Headquarters: Federation __________
   - e. Federation Executive Board via Federation Voting: Federation __________
   - f. Federation Voting to National Headquarters: Federation ______________________________
   - g. The NEB - Date of meeting when adopted ______________________________
   - h. Special Committee designated by the NEB: Committee ______________________________

Please use a Word Document if additional space is needed.
## Proposal to Amend NARFE Standing Rules

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<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Rule</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-28</td>
<td>Chapter Membership Renewal</td>
<td>1</td>
<td>2</td>
<td>Illinois Federation</td>
</tr>
</tbody>
</table>

### Current Language:

None.

### Proposed Changes:

E. Members shall be given the opportunity to renew chapter membership on the NARFE renewal form.

### If Adopted:

E. Members shall be given the opportunity to renew chapter membership on the NARFE renewal form.

### Rationale:

Many members renew one year at a time and forget to mark the right box because they want to be a member of the chapter as the chapter does local work representing them with Congress, provides service on benefits, and keeps them informed on current issues. Many members renew their membership to the chapter when contacted to do so.

### Bylaws Committee Recommendation:

This amendment is unnecessary because members have the option to renew their chapter membership on the renewal form. It is just a matter of checking the correct box. The committee feels this is a design issue and not a change to the standing rules. The committee recommends rejection.

### Estimated Cost:

Form has been modified several times already recently.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

1. Title: New renewal form

2. Bylaws Article and Section affected (or Standing Rule number): Rule 1 Section 2 New E

3. State the specific change proposed:
The Illinois Federation makes a motion that a new item rule 1 Section 2 New E be established so that a new separate renewal form goes to members of regular chapters not in the national only chapter designation 0000.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):
There is no current language to address this issue.

4b. If Adopted:
This form would be modified according to attached sheet.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
Many members renew one year at a time and forget to mark the right box because they want to be a member of the chapter as the chapter does local work representing them with Congress, provides service on benefits, and keeps them informed on current issues. Many members renew their membership to the chapter when contacted to do so.

6. Estimated cost: $ form has been modified several times already recently

7. Method of proposal:
☐ a. Member direct to National Headquarters
☐ b. Chapter #___________ direct to National Headquarters
☐ c. Chapter via a Federation: Chapter #_________, Federation ________________________________
   Date adopted by Federation____________________
☐ e. Federation Executive Board via Federation Voting: Federation ________________________________
   Date adopted____________________
☐ f. Federation Voting to National Headquarters: Federation ________________________________
   Date adopted____________________
☐ g. The NEB - Date of meeting when adopted _____________________________________________
☐ h. Special Committee designated by the NEB: Committee ________________________________

Please use a Word Document if additional space is needed.
Current form past salutation and 1st paragraph would be unchanged. New sentence 2: "Please take this opportunity to renew your NARFE and chapter membership.

☐ 1 year NARFE and Chapter dues chapter XXXX at $XX.00
☐ 2 years NARFE and Chapter dues chapter XXXX at $XX.00
☐ 3 years NARFE and Chapter dues chapter XXXX at $XX.00

Grassroots legislative action is the future of our organization working through the chapters, and federations with the National Organization.

Your chapter and federation have service officers to provide NARFE members and their families and survivors with assistance contacting OPM concerning annuities, survivor benefits, life insurance, and health insurance, Medicare, Social Security and Veterans Benefits.

If you only wish to participate as a national only member dues are $40 for one year, $72 for two years, and $102 for three years.

Balance of current letter follows this new language above.

Below NARFE MEMBERSHIP RENEWAL line dues boxes section would be deleted and the address to send checks to membership records would be printed on the left box in much larger print so our members could more easily read it. Payment information on the right box would remain. These boxes would take up less space to make room for more text above.
<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-29</td>
<td>Chapter Membership Category Names and Notifications</td>
<td>I</td>
<td>2.A</td>
<td>NEB</td>
</tr>
</tbody>
</table>

**Current Language:**

A. Voting Members. This class consists of members of the Association in the following categories who shall have all privileges of membership including the rights to vote and to hold office (all members have one vote):

1. Chapter Members: Members who shall pay both national and chapter dues of record.
2. National Members: Members who shall pay national dues.
3. Each of the above categories may include the following:
   a. Annual or Multi-Year Renewing Members: Members who pay dues annually or on a multi-year basis.
   b. Dues Withholding Members: Members who pay dues through Dues Withholding.
   c. Life Members: Members who have paid present and future national dues in a lump sum.
   d. Honorary Members: Members who were recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership, and who shall not pay national dues. They also may be exempt from chapter dues if authorized by the chapter's bylaws. No additional members may be so designated.
   e. Distinguished Members: Members who have been recognized since October 2008 for having reached at least 20 years of NARFE membership, and who shall pay national dues. They may or may not

**Proposed Changes:**

A. Voting Members. This class consists of members of the Association in the following categories who shall have all privileges of membership including the rights to vote and to hold office (all members have one vote):

1. Chapter-affiliated NARFE Members: Members who shall pay both national and chapter dues of record.
2. National Non-chapter NARFE Members: Members who shall pay only national dues.
3. Each of the above categories may include the following:
   a. Annual or Multi-Year Renewing Members: Members who pay dues annually or on a multi-year basis.
   b. Dues Withholding Members: Members who pay dues through Dues Withholding.
   c. Life Members: Members who have paid present and future national dues in a lump sum.
   d. Honorary Members: Members who were recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership, and who shall not pay national dues. They also may be exempt from chapter dues if authorized by the chapter's bylaws. No additional members may be so designated.
   e. Distinguished Members: Members who have been recognized since October 2008 for having reached at least 20 years of NARFE membership, and who shall pay national dues. They may or may not be exempt from

**If Adopted:**

A. Voting Members. This class consists of members of the Association in the following categories who shall have all privileges of membership including the rights to vote and to hold office (all members have one vote):

1. Chapter-affiliated NARFE Members: Members who shall pay both national and chapter dues of record.
2. Non-chapter NARFE Members: Members who shall pay only national dues.
3. Each of the above categories may include the following:
   a. Annual or Multi-Year Renewing Members: Members who pay dues annually or on a multi-year basis.
   b. Dues Withholding Members: Members who pay dues through Dues Withholding.
   c. Life Members: Members who have paid present and future national dues in a lump sum.
   d. Honorary Members: Members who were recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership, and who shall not pay national dues. They also may be exempt from chapter dues if authorized by the chapter's bylaws. No additional members may be so designated.
   e. Distinguished Members: Members who have been recognized since October 2008 for having reached at least 20 years of NARFE membership, and who shall pay national dues. They may or may not be exempt from
Proposal to Amend Bylaws

<table>
<thead>
<tr>
<th>Section 3. Dues</th>
<th>National dues shall be forty ($40) for one year, seventy-two dollars ($72) for two years, and one hundred two dollars ($102) for three years. For dues withholding, annual dues are $34.</th>
</tr>
</thead>
<tbody>
<tr>
<td>B. Non-Voting Members. None; all members of the Association are voting members. Section 3. Dues</td>
<td>The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE or at the time they first receive notification that they have the option to join a chapter.</td>
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<tr>
<td>B. Non-Voting Members. None; all members of the Association are voting members. Section 3. Dues</td>
<td>The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE or at the time they first receive notification that they have the option to join a chapter.</td>
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</table>

**Rationale:**

National Membership has been interpreted on some occasions to mean “National Division” membership, in the sense that the National Division came to be defined following the 2016 National Convention, as a consequence of passage of the “Optional Chapter Membership” amendment. The word “Division” does not, however, appear anywhere in the NARFE Bylaws so its common usage makes “National Member” somewhat ambiguous. Its misinterpretation is most troublesome in reference to Article IV, Section 5.D., where it has been taken to require that one cannot be a chapter member until after first having become a national division member.

**Bylaws Committee Recommendation:**

This change is unnecessary because the language is clearly defined and its intent is clear for the terms “chapter member” and “national member.” They need no further distinction. It should be further noted that “national division” is not and has never been an official membership division, so the rationale is irrelevant. In addition, the application form is clear that members can join a chapter at the same time as they join NARFE. There is no need to wait for any option. The proposed change to Section 3B actually would cause a lack of revenue for the chapter. If the membership application is the problem, a simple administrative change by NARFE HQ can be made.

The bylaws committee recommends rejection.

**Estimated Cost:**
1. Title: Membership Category Names and New Member Options

Date: 12/15/2017

2. Bylaws Article and Section affected (or Standing Rule number): Article I, Section 2, Paragraph A. Voting members. And Article I, Section 3. Dues, Paragraph B._

3. State the specific change proposed: Change the descriptive names of the membership categories to remove any doubt that Chapter Members are indeed also members of the National Association, to eliminate any confusion as to the status of Chapter Members, and to assure that any new member that chooses to join a chapter will have that choice accommodated by processing that new member’s initial payment as a new-member fee in accordance with Article I, Section 3.B.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):
Article I, Section 2. A. Voting Members.
   1. Chapter Members: Members who shall pay both national and chapter dues of record.
   2. National Members: Members who shall pay national dues.

Article I, Section 3.
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE.

4b. If Adopted:
Article I, Section 2. A. Voting Members.
   1. Chapter-affiliated NARFE Members: Members who shall pay both national and chapter dues of record.
   2. Non Chapter NARFE Members: Members who pay only national dues.

Article I, Section 3.
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE or at the time they first receive notification that they have the option to join a chapter.

5. Reason the change should be adopted (Limit to no more than three paragraphs): National Membership has been interpreted on some occasions to mean "National Division" membership, in the sense that the National Division came to be defined following the 2016 National Convention, as a consequence of passage of the "Optional Chapter Membership" amendment. The word "Division" does not, however, appear anywhere in the National Bylaws so its common usage makes "National Member" somewhat ambiguous. Its misinterpretation is most troublesome in reference to Article IV, Section 5.D., where it has been taken to require that one cannot be a Chapter Member until after first having become a National Division Member.

6. Estimated cost: $

7. Method of proposal:
   [ ] a. Member direct to National Headquarters
   [ ] b. Chapter# ____________ direct to National Headquarters
   [ ] c. Chapter via a Federation: Chapter# _______ ~ Federation __________________________
       Date adopted by Federation ________________________
   [ ] d. Federation Executive Board direct to National Headquarters: Federation _____________________
   [ ] e. Federation Executive Board via Federation Voting: Federation ___________________________
       Date adopted ________________________
   [ ] f. Federation Voting to National Headquarters: Federation _______________________________
       Date adopted ________________________
   [ ] g. The NEB - Date of meeting when adopted ________________________________
   [ ] h. Special Committee designated by the NEB: Committee ____________________________
## Proposal to Amend Bylaws

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<th>Section</th>
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<tr>
<td>BC-01</td>
<td>NARFE Supporting Members</td>
<td>I</td>
<td>2.B. 3.C.</td>
<td>Bylaws and Resolutions Committee</td>
</tr>
</tbody>
</table>

### Current Language:

Section 2. Membership Categories
B. Non-Voting Members. None; all members of the Association are voting members.

### Proposed Changes:

Section 2. Membership Categories
B. Non-Voting Members. None; all members of the Association are voting members.

1. **Supporting Members:** Any person who supports and is willing to uphold the NARFE mission statement may be enrolled as a supporting member upon submitting an application and paying the requisite dues. Supporting members may also join a chapter upon paying chapter dues. Supporting members may not serve as an elected or appointed official of NARFE.

### If Adopted:

Section 2. Membership Categories
B. Non-Voting Members.

1. **Supporting Members:** Any person who supports and is willing to uphold the NARFE mission statement may be enrolled as a supporting member upon submitting an application and paying the requisite dues. Supporting members may also join a chapter upon paying chapter dues. Supporting members may not serve as an elected or appointed official of NARFE.

### Current Language:

Section 3. Dues
C. Dues for Life Members shall be as established by the NEB.

### If Adopted:

Section 3. Dues
C. Dues for Life and Supporting Members shall be as established by the NEB.

### Rationale:

The 2014 Future of NARFE Committee Report approved by the National Executive Board recommended that NARFE membership should be open to all supporting its mission (Recommendation 29 in the Report).

There are many who support NARFE's mission who are not currently allowed to become members. Some examples include family members of NARFE members and caregivers of NARFE members needing assistance. Memberships have already been accepted by the Association from some individuals not technically eligible for NARFE membership, but who support the NARFE mission. Accepting memberships from those who support NARFE's mission would enhance NARFE's image with those previously unable to join the Association.

### Bylaws Committee Recommendation:

This is a composite of two amendments received by the committee. The bylaws committee recommends adoption.

### Estimated Cost:

Minimal costs from application form redesign outweighed by positive revenues from increased membership.
Proposal to Amend Bylaws

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<tr>
<td>BC-02</td>
<td>Regional Vice President Term Limits</td>
<td>II</td>
<td>2.C.1.</td>
<td>Bylaws and Resolutions Committee</td>
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</tbody>
</table>

**Current Language:**

C. Term of Office

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office.

**Proposed Changes:**

C. Term of Office

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office. **The RVPs shall serve not more than three (3) consecutive terms, but may be re-elected to serve again after one full term has passed.**

**Proviso:** This amendment shall be effective for terms beginning on November 1, 2018.

**If Adopted:**

C. Term of Office

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office. The RVPs shall serve not more than three (3) consecutive terms, but may be re-elected to serve again after one full term has passed.

**Proviso:** This amendment shall be effective for terms beginning on November 1, 2018.

**Rationale:**

Regional Vice Presidents are not term limited. In the past, some RVPs have served many consecutive terms. Generally, Association members are reluctant to run for office against an RVP incumbent. Allowing more than three consecutive terms or six years prevents new ideas and fresh perspectives to come into the National Executive Board. The Board’s stability and institutional knowledge can be maintained by the new NARFE Executive Director position. The proviso protects current RVP members in that those who have already served two or more terms may be elected for one more term beginning November 1, 2018 prior to taking a required one full-term hiatus.

**Bylaws Committee Recommendation:**

The bylaws committee has combined two proposals (1812 & 1817). The bylaws committee recommends adoption.
## Proposal to Amend Bylaws

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<tr>
<td>BC03</td>
<td>Vacancies in Office</td>
<td>II</td>
<td>1.D.1.</td>
<td>Bylaws and Resolutions Committee</td>
</tr>
</tbody>
</table>

### Current Language:
1. If there is a vacancy in the office of the president, the secretary/treasurer shall serve as president until the next election.

### Proposed Changes:
1. If there is a vacancy in the office of the president, the secretary/treasurer shall serve as president until the next election. The NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill the vacancy.

### If Adopted:
1. If there is a vacancy in the office of the president, the NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill the vacancy.

### Rationale:
With the size of the current NEB, it is well established there are qualified and experienced members of the board. The membership has spoken loud and clearly during the 2016 national convention that the position of president shall remain term limited to two terms, (4 years). In the event any member of the board has already served in the capacity of president for two terms, they shall not be eligible to be selected by the board.

### Bylaws Committee Recommendation:
This amendment is a combination of 1814 and 1822. The bylaws committee recommends adoption.

### Estimated Cost:
Minimal cost – only the cost of the NEB meeting to choose the successor.
1. Subject: NARFE is not alone! Federal employees, retirees and annuitants need a stronger unified voice in their fight to improve and protect their earned benefits.

2. Submitted by:

Proposed National Committee Resolution Submit to resbylaws@narfe.org
Due by December 15, 2017

Please follow instructions on reverse side of this form. Date: 12/13/17.
Member Name: _______Sam Girson______________________________
OR Chapter Number: ______--______________________________
State: ___MD_________ AND/OR Federation ___MDFED_____

3. Federation Action: Adopted as Amended Rejected Sent to National Date of meeting: ______N/A________________

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)

THERE IS STRENGTH IN NUMBERS! NARFE is a relatively small advocacy/lobbying entity. Its legislative efforts cannot compete with larger organizations and big donors.

The compensation and benefits it seeks to protect are “low hanging fruit” and are easy pickings by the Administration and the Congress, in order to cut costs. As a result our overall compensation/benefit package continues to erode. The future does not bode well!

NARFE needs much more help to make sure its message is heard, to create greater legislative influence. Years ago, NARFE established the National Federal/Postal Coalition. This is a group of Associations, Unions, etc., brought together to speak as a unified voice on behalf of employees, retirees and survivors. The continued unabated attacks against us point to the need for a much greater response, than we have individually been able to mount. We must strengthen our position to increase our resources (e.g., numbers, funding) to more effectively combat these attacks. The National Federal Postal Coalition can be the starting point and foundation for this new organization.
5. **Be It Resolved:** A widely expanded in depth, formally recognized entity needs to be established nationwide. Using the Federal-Postal Coalition as a starting point, NARFE take the appropriate steps to establish an officially recognized, formalized "amalgamation" partnership with other advocacy and/or lobbying organizations that are generally compatible with, or would augment directly or indirectly support, the accomplishment of NARFE’s mission and the goals of the federal/postal community, and others as mutually determined. To then coordinate, in depth, the groups combined resources to enhance advocacy/lobbying efforts, speaking with one unified voice nationwide -- nationally, by state, by congressional district, and/or locally, as determined.

This “amalgamation” partnership, should also be open to groups outside the federal/postal domain. Partnering with other allies who may have other interests, but that may be directly/indirectly compatible and supportable, albeit in other advocacy/lobbying activities (e.g., Social Security, Medicare, Medicaid, etc.). I cite these example programs, because a number of our members and their families have these concerns and are impacted.

6. **Estimated Annual Cost:** To be determined.
Subject: NARFE Cannot Do It Alone!

Whereas:

THERE IS STRENGTH IN NUMBERS! NARFE is a relatively small advocacy/lobbying entity. Its legislative efforts cannot compete with larger organizations and big donors. The compensation and benefits it seeks to protect are "low hanging fruit" and are easy pickings by the Administration and the Congress, in order to cut costs. As a result our overall compensation/benefit package continues to erode. The future does not bode well! NARFE needs much more help to make sure its message is heard, to create greater legislative influence. Years ago, NARFE set up the National Federal/Postal Coalition. This is a group of Associations, Unions, etc., brought together to speak as a unified voice on behalf of employees, retirees and survivors. The unabated attacks against us point to the need for a much greater response. We must strengthen our position to increase our resources (eg, numbers, funding) to more effectively combat these attacks. A greatly expanded, formally recognized entity needs to be established nationwide. The National Federal Postal Coalition can be the swtarting point and foundation for this new organization.

BE IT RESOLVED:

THAT, using the Federal-Postal Coalition as the foundation, NARFE TAKE THE APPROPRIATE STEPS TO ESTABLISH AN OFFICIALLY RECOGNIZED, FORMALIZED "AMALGAMATION" PARTNERSHIP WITH OTHER ADVOCACY AND/OR LOBBYING ORGANIZATIONS THAT ARE GENERALLY COMPATIBLE WITH, OR WOULD AUGMENT DIRECTLY, OR INDIRECTLY SUPPORT, THE
ACCOMPLISHMENT OF NARFE’S MISSION AND THE GOALS OF THE FEDERAL/POSTAL COMMUNITY, AND OTHERS AS MUTUALLY DETERMINED. TO THEN COORDINATE GROUP COMBINED RESOURCES TO ENHANCE ADVOCACY/LOBBYING EFFORTS, SPEAKING WITH ONE UNIFIED VOICE NATIONWIDE -- NATIONALLY, BY STATE, BY CONGRESSIONAL DISTRICT, AND/OR LOCALLY, AS DETERMINED.

THIS “AMALGAMATION” PARTNERSHIP, SHOULD ALSO BE OPEN TO GROUPS OUTSIDE THE FEDERAL/POSTAL DOMAIN. PARTNERSHIP ALLIES WHO MAY HAVE OTHER INTERESTS, BUT THAT MAY BE DIRECTLY/INDIRECTLY COMPATIBLE AND SUPPORTABLE IN OTHER ADVOCACY/LOBBYING ACTIVITIES (EG, SOCIAL SECURITY, MEDICARE, MEDICAID, ETC).
RESOLUTION

Whereas Chapter membership has been declining significantly and dramatically, and

Whereas, Many chapters believe one major reason for this is that the NARFE redesigned membership application and renewal forms and membership letter tend to guide members to renew as "National Only" members, and

Whereas, If this trend continues, chapters will face large drops in chapter membership, and

Whereas, The continuance of this trend will cause irreparable harm to ongoing chapter operations and result in fewer potential future leaders, thus hampering NARFE's plans for succession management and long term organizational development, and

Whereas, The NARFE membership renewal letter is confusing to many of our members, who as a consequence failed to renew their chapter membership when they renewed their annual membership; now therefore be it

Resolved, That the NARFE membership application form, membership renewal form, and membership renewal letter be reviewed and, if necessary, redesigned to address these concerns.
### Content of Proposals Acted on By Committee

<table>
<thead>
<tr>
<th>Number</th>
<th>Type</th>
<th>Subject</th>
<th>Effect</th>
<th>Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1801</td>
<td>Bylaws</td>
<td>Term Limit Exception</td>
<td>Allow President to run for third consecutive term</td>
<td>Reject</td>
</tr>
<tr>
<td>1802</td>
<td>Bylaws</td>
<td>NARFE Executive Director</td>
<td>Spells out duties of Executive Director</td>
<td>Adopt</td>
</tr>
<tr>
<td>1803</td>
<td>Bylaws</td>
<td>Federations</td>
<td>Defines Federation membership/organization</td>
<td>Adopt</td>
</tr>
<tr>
<td>1804</td>
<td>Bylaws</td>
<td>Committees</td>
<td>Redefines committees</td>
<td>Adopt</td>
</tr>
<tr>
<td>1805</td>
<td>Bylaws</td>
<td>Proxies</td>
<td>Disallows Proxies on NEB</td>
<td>Adopt</td>
</tr>
<tr>
<td>1806</td>
<td>Bylaws</td>
<td>Caregivers Membership</td>
<td>Allows Children and Caregivers of NARFE Members to become members</td>
<td>Supplanted by BC-01</td>
</tr>
<tr>
<td>1807</td>
<td>Standing Rule</td>
<td>Access to Lists and Labels</td>
<td>For Federation offices, only labels for chapter or National members may be purchased</td>
<td>Reject</td>
</tr>
<tr>
<td>1808</td>
<td>Standing Rule</td>
<td>Timing of Ballot Vote</td>
<td>Issue month of ballot magazine coincides with conference</td>
<td>Reject</td>
</tr>
<tr>
<td>1809</td>
<td>Standing Rule</td>
<td>Expand Federation Duties</td>
<td>Federations become communications hub</td>
<td>Reject</td>
</tr>
<tr>
<td>1810</td>
<td>Bylaws</td>
<td>Supporting Members</td>
<td>Allows those supporting NARFE mission as nonvoting members</td>
<td>Supplanted by BC-01</td>
</tr>
<tr>
<td>1811</td>
<td>Standing Rule</td>
<td>Membership Lists/Labels</td>
<td>Eliminates the need for lists and labels</td>
<td>Adopt</td>
</tr>
<tr>
<td>1812</td>
<td>Bylaws</td>
<td>Regional VP Term Limits</td>
<td>Limits RVPs to no more than three consecutive terms</td>
<td>Supplanted by BC-02</td>
</tr>
<tr>
<td>1813</td>
<td>Bylaws</td>
<td>Chapter Dues Reallocation</td>
<td>Reduces new member first-year chapter reimbursement to 10%; payments to federations begin in second year</td>
<td>Reject</td>
</tr>
<tr>
<td>1814</td>
<td>Bylaws</td>
<td>Vacancy in Office of President</td>
<td>NEB fills vacancy for remainder of term</td>
<td>Supplanted by BC-03</td>
</tr>
<tr>
<td>1815</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>Withdrawn by Proposer</td>
</tr>
<tr>
<td>1816</td>
<td>--</td>
<td>--</td>
<td>--</td>
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<tr>
<td>1817</td>
<td>Bylaws</td>
<td>Regional VP Term Limits</td>
<td>Limits RVPs to term limits</td>
<td>Supplanted by BC-02</td>
</tr>
<tr>
<td>1818</td>
<td>Bylaws</td>
<td>Clarify National Membership Prerequisite</td>
<td>Changes language from National membership to Association Membership to become a chapter member</td>
<td>Adopt</td>
</tr>
<tr>
<td>1819</td>
<td>Bylaws</td>
<td>First-year Chapter Fees</td>
<td>Changes time allotted for chapters to receive new member first-year chapter fees</td>
<td>Reject</td>
</tr>
<tr>
<td>1820</td>
<td>Bylaws</td>
<td>Roll Call Votes on Policy Issues</td>
<td>Requires roll call votes include in summary of NEB meetings; requires posting on the NARFE website</td>
<td>Reject</td>
</tr>
<tr>
<td>1821</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>Withdrawn by Proposer</td>
</tr>
<tr>
<td>Year</td>
<td>Document Type</td>
<td>Title</td>
<td>Description</td>
<td>Status</td>
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<td>--------------------------------------------</td>
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</tr>
<tr>
<td>1822</td>
<td>Bylaws</td>
<td>Vacancies in Office of President</td>
<td>NEB fills vacancy for remainder of term</td>
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</tr>
<tr>
<td>1823</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>Withdrawn by Proposer</td>
</tr>
<tr>
<td>1824</td>
<td>Standing Rules</td>
<td>Federations and Chapters</td>
<td>Defines roles, responsibilities, and structure of federations and chapters</td>
<td>Adopt</td>
</tr>
<tr>
<td>1825</td>
<td>Bylaws</td>
<td>Reversal of Optional Chapter Membership</td>
<td>Make Chapter Membership mandatory</td>
<td>Not in order; no specifics provided</td>
</tr>
<tr>
<td>1826</td>
<td>Bylaws</td>
<td>Publication of NEB Meeting Agenda</td>
<td>Requires publication of agendas seven days in advance of meetings</td>
<td>Reject</td>
</tr>
<tr>
<td>1827</td>
<td>Bylaws</td>
<td>Changes to Regions</td>
<td>Requires a 2/3 majority vote of NEB to establish and modify NARFE regions</td>
<td>Reject</td>
</tr>
<tr>
<td>1828</td>
<td>Bylaws</td>
<td>Chapter Membership Renewal</td>
<td>Provides for members to renew chapter membership on the renewal form</td>
<td>Reject</td>
</tr>
<tr>
<td>1829</td>
<td>Bylaws</td>
<td>Membership Category Names</td>
<td>Changes names of chapter and national member categories</td>
<td>Reject</td>
</tr>
<tr>
<td>BC-01</td>
<td>Bylaws</td>
<td>NARFE Supporting Members</td>
<td>Composite of two amendments (1808 &amp; 1810) received by the committee</td>
<td>Adopt</td>
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<td>NARFE PAC decision process revised</td>
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<td>Resolution</td>
<td>Redesign Membership Renewal Form</td>
<td>Changes form to clarify chapter renewal opportunity</td>
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<td>Identifies two member categories--chapter and non-chapter</td>
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<td>Resolution</td>
<td>Revise Membership Renewal Letter</td>
<td>Change letter to reflect chapter renewal first</td>
<td>Supplanted by BCR-01</td>
</tr>
<tr>
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<td>Resolution</td>
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<td>NARFE support of new employee paid benefit--Federal long-term care savings plan</td>
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<td>1838R</td>
<td>Resolution</td>
<td>Create a 501(c)(3) Foundation</td>
<td>Establish tax-exempt foundation</td>
<td>Requires further investigation; place on hold</td>
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<td>Action</td>
<td>Description</td>
<td>Recommendation</td>
<td></td>
</tr>
<tr>
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<td></td>
</tr>
<tr>
<td>1839R</td>
<td>Resolution</td>
<td>Refocus the NEB</td>
<td>Change responsibilities of the NEB</td>
<td>Not in order; a bylaws amendment</td>
</tr>
<tr>
<td>1840R</td>
<td>Resolution</td>
<td>NARFE Cannot Do It Alone</td>
<td>Create new partnership with other advocacy groups supporting overall NARFE mission</td>
<td>Reject</td>
</tr>
<tr>
<td>1841R</td>
<td>Resolution</td>
<td>Eliminate Residency Requirement</td>
<td>No longer requires National President and National Secretary/Treasurer to live in the NARFE HQ area</td>
<td>Not in order; no residency requirement in any documentation; a budget function</td>
</tr>
<tr>
<td>1842R</td>
<td>Resolution</td>
<td>Uniform Term Limits for National Officers</td>
<td>Set term limits to no more than six years</td>
<td>Not in order; a bylaws amendment</td>
</tr>
<tr>
<td>1843R</td>
<td>Resolution</td>
<td>Reopen CSRS Retirement System</td>
<td>Lobby Congress to reopen CSRS or create hybrid CSRS/FERS system</td>
<td>Not in order; beyond NARFE scope</td>
</tr>
<tr>
<td>1844R</td>
<td>Resolution</td>
<td>Federal Long-Term Care Savings Program</td>
<td>Establish Long-Term Care Savings Program</td>
<td>Not in order; beyond NARFE scope</td>
</tr>
<tr>
<td>1845R</td>
<td>Resolution</td>
<td>Revise Membership Renewal Letter</td>
<td>Change form to reflect only chapter membership or chapter membership first if national membership also included</td>
<td>Supplanted by BCR-01</td>
</tr>
<tr>
<td>1846R</td>
<td>Resolution</td>
<td>Consolidate Federation Membership Rosters</td>
<td>Combines Federation chapter and national-only member rosters</td>
<td>Reject</td>
</tr>
<tr>
<td>1847R</td>
<td>Resolution</td>
<td>Revise Defined Benefit Plan</td>
<td>NARFE lobby for revisions to Thrift Savings Plan and to FERS basic annuity</td>
<td>Not in order; counter to current NARFE position on pensions</td>
</tr>
<tr>
<td>BCR-01</td>
<td>Resolution</td>
<td>Membership Forms</td>
<td>Compilation of five resolutions (1832R, 1833R, 1834R, 1836R, and 1845R)</td>
<td>Adopt</td>
</tr>
</tbody>
</table>

BC = Bylaws Committee  
BCR = Bylaws Committee Resolution  
R = Resolution
Proposal to Amend NARFE Bylaws

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-01</td>
<td>Term Limit Exception</td>
<td>II</td>
<td>1.C.1.</td>
<td>Strategic Planning Committee</td>
</tr>
</tbody>
</table>

**Current Language:**

The national officers shall assume office on November 1, following their election by a majority of the ballots cast. These officers shall serve two-year terms, ending when their successors are elected and assume office. The president shall not serve more than two (2) consecutive terms in that office.

**Proposed Changes:**

The national officers shall assume office on November 1, following their election by a majority of the ballots cast. These officers shall serve two-year terms, ending when their successors are elected and assume office. The president shall not serve more than two (2) consecutive terms in that office, *except that the president may request permission from the National Executive Board to run for a third consecutive term. Such permission shall require a two-thirds vote of the National Executive Board, and the vote shall be taken by ballot.*

**If Adopted:**

The national officers shall assume office on November 1, following their election by a majority of the ballots cast. These officers shall serve two-year terms, ending when their successors are elected and assume office. The president shall not serve more than two (2) consecutive terms in that office, *except that the president may request permission from the National Executive Board to run for a third consecutive term. Such permission shall require a two-thirds vote of the National Executive Board, and the vote shall be taken by ballot.*

State the specific change proposed: To make it possible for any current president to run for a third consecutive term, if circumstances warrant.

**Rationale:**

From time to time, circumstances may warrant a reconsideration of the NARFE governance process. For example, as the organization approaches its 100th anniversary, NARFE is at a critical juncture in its history. Our association faces unprecedented threats in Congress to the earned pay and benefits of federal employees and retirees. If unchecked, these threats portend a devastating and long-lasting impact on the entire federal community. With this in mind, a bylaw change was proposed to allow the current president to run, and if elected, to serve a third consecutive term in office. This would have strengthened our association by allowing the current president to leverage important relationships built over time as we navigate advocacy challenges. While too late to permit our current president to run for a third term, this bylaws amendment would give future National Executive Boards the opportunity, if circumstances warrant, to allow a sitting president to run for and, if elected, to serve a third consecutive term.

**Bylaws Committee Recommendation:**

In order to ensure the introduction of new ideas into the Association, limiting the term of the National President to two consecutive terms is necessary. The 2016 convention affirmed this notion. This was made clear in 2017 when the NEB voted not to allow this particular proposal to go forward as a referendum to the membership. The committee recommends rejection of this amendment.
<table>
<thead>
<tr>
<th>Current Language:</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
</tbody>
</table>

<table>
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<tbody>
<tr>
<td>Insert A for current text, then insert the following:</td>
</tr>
<tr>
<td>B. The NEB shall be responsible for hiring an executive director, who shall work under such conditions outlined in a contract or letter of engagement as the NEB shall determine.</td>
</tr>
<tr>
<td>C. The executive director shall:</td>
</tr>
<tr>
<td>1. Serve as the chief executive officer of NARFE;</td>
</tr>
<tr>
<td>2. Be responsible for the execution of policies and programs under the general Direction of the NARFE National Executive Board (NEB);</td>
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<tr>
<td>3. Hire, promote and terminate Association employees subject to the personnel policies established by the NEB;</td>
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<td>4. Participate in all annual membership meetings and all meetings of the NEB;</td>
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<tr>
<td>5. Submit reports that provide recommendations for programs for the ensuing term, including costs and sources of income;</td>
</tr>
<tr>
<td>6. Be responsible for the receipt and deposit of all monies of the Association in a federally-insured financial institution(s) designated by the NEB, and maintain all the books, seals, papers and records of the Association and the bonds of the officers;</td>
</tr>
<tr>
<td>7. Review, approve and sign all contracts and invoices related to NARFE programs; and</td>
</tr>
<tr>
<td>8. Approve all staff travel and review and approve all travel expense reports (this includes NEB travel expense reports).</td>
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<td>8. Approve all staff travel and review and approve all travel expense reports (this includes NEB travel expense reports). Executive Director expense reports will be reviewed and approved by President or Secretary/Treasurer.</td>
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Proposal to Amend NARFE Bylaws

**Executive Director expense reports will be reviewed and approved by President or Secretary/Treasurer.**

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### Conforming Amendments: (If the above proposal is adopted, the following will automatically be adopted to conform to that decision:)

**Article II, Section 1.E.1:**
1. The President shall be the Chief Executive Officer of the Association.

---

**Article III, Section 2.B:**

B. Duties: The NEB shall:
   1. Establish and modify the national regions of the Association;
   2. Establish personnel policies for the hiring, promotion, and termination of Association employees;
   3. Approve the appointment and fix the compensation of special staff as may be required;
   4. Determine and direct the manner and placement of investments of the Association funds;
   5. Order annual or more frequent audits to be made by a certified public accountant recommended by the audit committee;
   6. Create such special committees as it may deem necessary to further the work of the Association, other than the audit committee, provided for in Article II, Section 2.E.3; and
   7. Perform such other duties as directed by the national convention or by the president, with concurrence of the majority of the NEB.

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**Rule II, Section 1.A.:**
A. The President shall:

---

**Rule II, Section 1.A.:**
A. The President shall:
Proposal to Amend NARFE Bylaws

1. Be responsible for the execution of policies and programs under the general direction of the NEB;
2. Assign duties to the secretary/treasurer and regional vice presidents, subject to approval by the NEB;
3. Hire, promote and terminate Association employees, subject to personnel policies established by the NEB;
4. Appoint qualified persons to such special staff positions designated by the NEB as necessary, at rates of compensation fixed by the NEB;
5. Preside at all annual membership meetings and all meetings of the NEB;
6. Appoint members to and select the chair of committees, except the audit committee, deemed necessary by the NEB or the meeting;
7. Be an ex officio member of all committees except the audit committee; and
8. Submit to each meeting recommendations for programs for the ensuing term, including estimated costs and sources of income.

Rule II, Section 1.B.:
B. The Secretary/Treasurer shall:

1. Perform the duties of the president in the temporary absence or disability of the president;
2. Succeed to the office of the president in the event of a vacancy;
3. Keep true and correct minutes of all NEB meetings and records of all membership meetings;
4. Maintain all the books, seals, papers and records of the Association and the bonds of the officers;

1. Assign duties to the secretary/treasurer and regional vice presidents, subject to approval by the NEB;
2. Preside at all annual membership meetings and all meetings of the NEB;
3. Appoint members to and select the chair of committees, except the audit committee, deemed necessary by the NEB or the meeting;
4. Be an ex officio member of all committees except the audit committee; and
5. Submit to each meeting recommendations for programs for the ensuing term, including estimated costs and sources of income.

Rule II, Section 1.B.:
B. The Secretary/Treasurer shall:

1. Perform the duties of the president in the temporary absence or disability of the president;
2. Succeed to the office of the president in the event of a vacancy;
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Rule II, Section 1.B.:
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2. Succeed to the office of the president in the event of a vacancy;
3. Keep true and correct minutes of all NEB meetings and records of all membership meetings;
4. Ensure that the Association's dedicated funds, i.e., NARFE-PAC, Life Membership Trust Fund, Joe Woodruff Memorial Building Fund, NARFE
### Proposal to Amend NARFE Bylaws

5. Be responsible for the receipt and deposit of all monies of the Association in a federally-insured financial institution(s) designated by the NEB;  
6. Pay all orders for payment issued by the president;  
7. Secure bond for the treasurer or any other person who acts for the treasurer in such amount as the NEB shall deem sufficient to protect the Association;  
8. Ensure that the Association’s dedicated funds, i.e., NARFE-PAC, Life Membership Trust Fund, Joe Woodruff Memorial Building Fund, NARFE Contingency Fund, NARFE Meeting Fund, and any other funds so designated by the NEB, shall not be commingled with any other funds or used for collateral for any obligation not specifically authorized in the bylaws;  
9. Submit a monthly report of receipts and expenditures to the NEB;  
10. Have access to the safe deposit box of the Association when accompanied by another national officer;  
11. Prepare an operating and a capital budget to include the current calendar year and the two future years; and  
12. Ensure that a financial report for the prior calendar year, including a balance sheet, list of investments and the auditor’s recommendations, is published not later than the June issue of the Association’s official publication. Such report shall list separately the salary of each national officer and regional vice president.

---

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12. Ensure that a financial report for the prior calendar year, including a balance sheet, list of investments and the auditor’s recommendations, is published not later than the June issue of the Association’s official publication. Such report shall list separately the salary of each national officer and regional vice president.
### Proposal to Amend NARFE Bylaws

<table>
<thead>
<tr>
<th>Rule III: The NEB shall:</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Designate those special staff positions it deems appropriate in the national headquarters, such as a general counsel, a legislative representative and legislative assistants, an editor and managing editor for the monthly publication, an assistant to the secretary/treasurer, a credentialed parliamentarian, etc.;</td>
</tr>
<tr>
<td>B. Direct the storage of all securities owned by the Association and all other evidence of investment of funds requiring safeguarding in a safe deposit box in a bank or trust company;</td>
</tr>
<tr>
<td>C. Cancel the charter of any chapter or federation, on thirty (30) days' notice, for failure to carry out the requirements and purposes of the charter, bylaws, or constitution (if applicable) or for other causes;</td>
</tr>
<tr>
<td>1. The charter holder shall be given reasonable opportunity to show cause why such charter should not be canceled.</td>
</tr>
<tr>
<td>2. A chapter or federation, upon notification that its charter is canceled, shall provide an accounting of funds to the Association and refund any monies in hand received from the Association.</td>
</tr>
<tr>
<td>D. Provide criteria and standards of policy guidance to the president.</td>
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<tr>
<td>E. Approve the operating and capital budgets of the Association.</td>
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</tbody>
</table>

### Rationale:
With the movement to a professional staff, this is the next logical step.

**Bylaws Committee Recommendation:**
The bylaws committee recommends approval.
# Proposal to Amend NARFE Bylaws

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-03</td>
<td>Federations</td>
<td>IV</td>
<td>4</td>
<td>National Executive Board</td>
</tr>
</tbody>
</table>

## Current Language:

### Section 4. Federations

A. Four (4) or more chapters may organize as a federation. Only one (1) federation will be authorized within any one (1) State, the District of Columbia, territory or possession of the United States or foreign country.

B. A federation must adopt bylaws that do not conflict with the Association’s Articles of Incorporation, bylaws or standing rules. The federation’s bylaws and any subsequent amendments shall be approved at national headquarters.

C. A federation shall ensure that its chapters’ concerns are presented to the NEB.

D. A federation shall promote within its respective area the aims and objectives of the Association.

E. Any action of a federation shall be advisory only in its effect upon the chapters and shall not bind the action of duly accredited chapter delegates to national conventions.

## Proposed Changes:

### Section 4. Federations

A. Four (4) or more chapters may organize as a federation. A federation shall be composed of members belonging to chapters chartered within its borders and national members residing within its borders. Only one (1) federation will be authorized within any one (1) State, the District of Columbia, territory or possession of the United States or foreign country.

B. A federation must adopt bylaws that do not conflict with the Association’s Articles of Incorporation, bylaws or standing rules. The federation’s bylaws and any subsequent amendments shall be approved at national headquarters.

C. A federation shall ensure that its chapters’ and members’ concerns are presented to the NEB.

D. A federation shall promote within its respective area the aims and objectives of the Association.

E. Any action of a federation shall be advisory only in its effect upon the chapters and members, and shall not bind the action of duly accredited chapter delegates to national conventions.

## If Adopted:

### Section 4. Federations

A. A federation shall be composed of members belonging to chapters chartered within its borders and non-chapter members residing within its borders. Only one (1) federation will be authorized within any one (1) State, the District of Columbia, territory or possession of the United States or foreign country.

B. A federation must adopt bylaws that do not conflict with the Association’s Articles of Incorporation, bylaws or standing rules. The federation’s bylaws and any subsequent amendments shall be approved at national headquarters.

C. A federation shall ensure that its chapters’ and members’ concerns are presented to the NEB.

D. A federation shall promote within its respective area the aims and objectives of the Association.

E. Any action of a federation shall be advisory only in its effect upon the chapters and members.

---

**Conforming Amendments:** (If the above proposal is adopted, the following will automatically be adopted to conform to that decision.)

### Article I, Section 3.E:

E. Ten percent (10%) of the national dues of its members and new membership fees shall be returned to each federation on a monthly basis.

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**Page 1 of 2**

v3.0
## Proposal to Amend NARFE Bylaws

<table>
<thead>
<tr>
<th>Rule I, Section 4.C:</th>
<th>Rule I, Section 4.C.3:</th>
<th>None</th>
</tr>
</thead>
<tbody>
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<td>C. Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:</td>
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<td></td>
</tr>
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<td>1. For national offices, only the labels for officers of the federations and chapters;</td>
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</tr>
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<td>2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;</td>
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<td></td>
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<tr>
<td>4. For chapter offices, only the labels for the officers and members of the chapter concerned.</td>
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<td></td>
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</tbody>
</table>

### Rationale:
With the adoption of one member one vote, this clarifies the role of federations.

### Bylaws Committee Recommendation:
The bylaws committee recommends approval.
## Proposal to Amend NARFE Bylaws

<table>
<thead>
<tr>
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</tr>
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<tbody>
<tr>
<td>18-04</td>
<td>Committees</td>
<td>III</td>
<td>2.B.6.</td>
<td>National Executive Board</td>
</tr>
</tbody>
</table>

### Current Language:
6. Create such special committees as it may deem necessary to further the work of the Association, other than the audit committee, provided for in Article II, Section 2.E.3; and

### Proposed Changes:
6. Create such special committees as it may deem necessary to further the work of the Association, other than the audit committee, provided for in Article II, Section 2.E.3; and

### If Adopted:
6. Create such committees as it may deem necessary to further the work of the Association, other than the audit committee, provided for in Article II, Section 2.E.3; and

### Rule II, Section 1.A.6:
6. Appoint members to and select the chair of committees, except the audit committee, deemed necessary by the NEB or the meeting;

### Rationale:
The NEB already creates committees; removing the term "special" matches current practice.

### Bylaws Committee Recommendation:
The bylaws committee recommends approval.
Proposal to Amend Bylaws

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<tr>
<td>18-05</td>
<td>Proxies</td>
<td>II</td>
<td>2.D.2.</td>
<td>National Executive Board</td>
</tr>
</tbody>
</table>

**Current Language:**

2. An RVP who is unable to attend an NEB meeting may assign another NEB member to act as his/her proxy at that meeting.

**Proposed Changes:**

2. An RVP who is unable to attend an NEB meeting may assign another NEB member to act as his/her proxy at that meeting.

**If Adopted:**

None.

**Rationale:**

NARFE legal counsel has advised the Association that board members are not allowed to vote by proxy under the District of Columbia Code. Board members do not have the power to vote by proxy since that power is not granted by the Code.

**Bylaws Committee Recommendation:**

Regional Vice Presidents represent the entire association, not just their regions. Therefore, all members are represented at NEB meetings. The bylaws committee recommends approval.
1. **Title:** Allow children and caregivers of federal retirees to become Members

2. **Bylaw Article and Section affected (or Standing Rule number):** Article 1 Membership and Dues Section 1 Membership Eligibility

3. **State the specific change proposed:**

   This proposal is to allow the Children, Dependent for Life Children and Incapacitated (Physically and/or mentally) Federal retirees and their care givers to be members of NARFE.

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

   **4a. Current Bylaw (or Standing Rule):**

   Any person who is receiving or will be eligible to receive a federal annuity and any current or former spouses who are legally entitled to receive federal survivor benefits from any civilian retirement program of any United States Government agency shall be eligible for membership in the National Active and Retired Federal Employees Association (NARFE), hereinafter "Association". Upon receiving applications and dues from eligible persons, the Association shall admit them as members.

   **4b. If Adopted:**

   Any person who is receiving or will be eligible to receive a federal annuity and any current or former spouses, natural and legally adopted children or Dependent for Life children who are legally entitled to receive federal survivor benefits from any civilian retirement program of any United States Government agency shall be eligible for membership in the National Active and Retired Federal Employees Association (NARFE), hereinafter "Association". Any legally appointed Care Giver or Custodian of any person eligible of being an Association member is eligible to be an Association member. Upon receiving applications and dues from eligible person, the Association shall admit them as members.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**

   Children, Dependent for Life children and incapacitated (physically and/or mentally) federal retirees will generally have a care giver or custodian. If that person has never worked for the civilian federal government they are unlikely to understand federal benefits and how to maintain them for the children or incapacitated retirees. It is most likely that they will need advice and council in keeping the benefits and take the best advantage of them for the annuitant/annuitant dependent. Since NARFE is one of the best, if not the best, source of retiree benefits and advice it is most likely that they will need the assistance of NARFE in order to help the annuitant/annuitant dependent.

6. **Estimated cost:** $ 0. Zero. The Association will actually make money on this in the form of the dues and donations from the members.

7. **Method of proposal:**

   □ a. Member direct to National Headquarters
   □ b. Chapter #___________ direct to National Headquarters
   □ c. Chapter via a Federation: Chapter #2182______, Federation Ohio
      Date adopted by Federation 5/5/17
   □ d. Federation Executive Board direct to National Headquarters: Federation __________
      Date adopted____________________
   □ e. Federation Executive Board via Federation Voting: Federation ______________________
      Date adopted____________________
   □ f. Federation Voting to National Headquarters: Federation __________
      Date adopted____________________
   □ g. The NEB - Date of meeting when adopted ______________________
   □ h. Special Committee designated by the NEB: Committee ______________________

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Proposal to Amend Standing Rules

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Rule</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
</table>

**Current Language:**

Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters;
2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;
3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates;
4. For chapter offices, only the labels for the officers and members of the chapter concerned.

**Proposed Changes:**

Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters;
2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;
3. For federation offices, only the labels for the officers of the federation and the chapters members, chapter or National within the federation in which they are candidates;
4. For chapter offices, only the labels for the officers and members of the chapter concerned.

**If Adopted:**

Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters;
2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates;
3. For federation offices, only the labels for the members, chapter or National within the federation in which they are candidates;
4. For chapter offices, only the labels for the officers and members of the chapter concerned.

**Rationale:**

As the responsibilities of the federations include representing all of the members, both chapter members and National members, in the respective area, a candidate for a federation office should have access to the labels of the members who will be voting for that office.

**Bylaws Committee Recommendation:**

The bylaws committee recommends rejection in favor of proposal 1811.

**Estimated Cost:** $none
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 5 October 2017

1. Title: Adjust Federation Access to Lists and Labels

2. Bylaws Article and Section affected (or Standing Rule number): Standing Rule I, Section 4

3. State the specific change proposed:
   In Standing Rule I, Section 4, paragraph C.3, strike out the words “the officers of the federation and the chapters” and insert the words “the members, chapter or National.”.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
   4a. Current Bylaws (or Standing Rule):
      3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates.

   4b. If Adopted:
      3. For federation offices, only the labels for the members, chapter or National, within the federation in which they are candidates.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
   As the responsibilities of the federations include representing all of the members, both chapter members and National members, in the respective area, a candidate for a federation office should have access to the labels of the members who will be voting for that office.

6. Estimated cost: $ none

7. Method of proposal:
   □ a. Member direct to National Headquarters
   □ b. Chapter #__________ direct to National Headquarters
   □ c. Chapter via a Federation: Chapter #__________, Federation ________________________________
      Date adopted by Federation____________________
   ✓ d. Federation Executive Board direct to National Headquarters: Federation Arizona
   □ e. Federation Executive Board via Federation Voting: Federation ________________________________
      Date adopted___________________________
   □ f. Federation Voting to National Headquarters: Federation ________________________________
      Date adopted___________________________
   □ g. The NEB - Date of meeting when adopted ________________________________
   □ h. Special Committee designated by the NEB: Committee ________________________________

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Proposal to Amend NARFE Standing Rules

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<tbody>
<tr>
<td>18-08</td>
<td>Timing of Ballot Votes</td>
<td>VI</td>
<td>1</td>
<td>Arizona Federation Executive Board</td>
</tr>
</tbody>
</table>

**Current Language:**
For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote.

**Proposed Changes:**
For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote. The issue month of the magazine containing the ballot to vote shall be the same month as the opening day of the National Convention/Conference.

**If Adopted:**
For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote. The issue month of the magazine containing the ballot to vote shall be the same month as the opening day of the National Convention/Conference.

**Rationale**
Moving the month (or so) of the ballot voting process to the same month as the National Convention/Conference will allow attendees to meet and question the candidates and discuss/debate the various Bylaw Amendments and other resolutions prior to having to cast their ballots. Arrangements may be made to allow non-attendees to view/stream candidate forums and resolution discussions/debates.

Having the ballot process close in the same month as the National Convention/Conference will significantly shorten the "lame duck" period for outgoing National Officers and RVPs, while still allowing sufficient time for "transition" (residence hunting, lease ending, etc.). Excessive "lame duck" period for outgoing officers is risky and not in the best interests of NARFE.

Having some "drama" (ongoing election process) during the National Conv/Conf would likely generate more interest and attendance at the event. This timing change also opens an opportunity to be heard for those that might otherwise be excluded by the current process.

**Bylaws Committee Recommendation:**
The intent of an early ballot vote is that all ballots can be tallied and the results announced before or at the National Conference. Having the issue month of the ballot be the same as the month of the National Conference impedes this process of having votes counted in time to be announced. Further, if the voters have until the last day to vote, the National Conference likely will have already occurred. Finally, if this were approved, it could allow attendees at the National Conference to have an unfair advantage over non-attendees because they wouldn't be able to address the issues. The committee recommends rejection of this amendment.

**Estimated Cost:** none
1. **Title:** Timing of Ballot Votes

2. **Bylaws Article and Section affected (or Standing Rule number):** Standing Rule VI, Section 1. Voting

3. **State the specific change proposed:**
   
   In Standing Rule VI, Section 1. Voting, add a second sentence, as follows: "The issue month of the magazine containing the ballot to vote shall be the same month as the opening day of the National Convention/Conference."

   **PROVISO:** This Standing Rule Amendment shall not take effect until January 1, 2019.

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

   **4a. Current Bylaws (or Standing Rule):**
   
   Section 1. Voting. For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote.

   **4b. If Adopted:**
   
   Section 1. Voting. For ballot vote by the membership, each member shall have until the last day of the issue month of the magazine containing the ballot to vote. The issue month of the magazine containing the ballot to vote shall be the same month as the opening day of the National Convention/Conference.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**
   
   Moving the month (or so) of the ballot voting process to the same month as the National Convention/Conference will allow attendees to meet and question the candidates and discuss/debate the various Bylaw Amendments and other resolutions prior to having to cast their ballots. Arrangements may be made to allow non-attendees to view/stream candidate forums and resolution discussions/debates. Having the ballot process close in the same month as the National Convention/Conference will significantly shorten the "lame duck" period for outgoing National Officers and RVPs, while still allowing sufficient time for "transition" (residence hunting, lease ending, etc.). Excessive "lame duck" period for outgoing officers is risky and not in the best interests of NARFE. Having some "drama" (ongoing election process) during the National Conv/Conf would likely generate more interest and attendance at the event. This timing change also opens an opportunity to be heard for those that might otherwise be excluded by the current process.

6. **Estimated cost:** $ none

7. **Method of proposal:**

   - **a.** Member direct to National Headquarters
   - **b.** Chapter #__________ direct to National Headquarters
   - **c.** Chapter via a Federation: Chapter #__________, Federation __________________________
     
     Date adopted by Federation __________________________
   - **d.** Federation Executive Board direct to National Headquarters: Federation Arizona __________________________
   - **e.** Federation Executive Board via Federation Voting: Federation __________________________
     
     Date adopted __________________________
   - **f.** Federation Voting to National Headquarters: Federation __________________________
     
     Date adopted __________________________
   - **g.** The NEB - Date of meeting when adopted __________________________
   - **h.** Special Committee designated by the NEB: Committee __________________________

   *Please use a Word Document if additional space is needed.*

   F-3C (09/17)
Proposal to Amend NARFE Standing Rules

<table>
<thead>
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<th>Section</th>
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<tbody>
<tr>
<td>18-09</td>
<td>Expand Federation Duties</td>
<td>IV</td>
<td>1. A.</td>
<td>Arizona Federation Executive Board</td>
</tr>
</tbody>
</table>

**Current Language:**
Section 1. Federations
A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:
1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.

**Proposed Changes:**
Section 1. Federations
A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:
1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.
6. **Provide a communications conduit between the members, both chapter and national, and the national headquarters.**

**If Adopted:**
Section 1. Federations
A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:
1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.
6. Provide a communications conduit between the members, both chapter and national, and the national headquarters.
# Proposal to Amend NARFE Standing Rules

## Rationale:
The change provides clarity that the new duties of the Federations includes providing the vehicle for any member to send and receive communications with the National headquarters. It amplifies the requirement stated in Bylaws Article IV, Section 4, paragraph C "... ensure that its chapters' and National Members' concerns are presented to the NEB."

## Bylaws Committee Recommendation:
This is not a Federation duty. Headquarters should provide the mechanism for communicating with its members, both chapter and national. Federations would have to provide their own conduits, which potentially could lead to 54 disparate and dysfunctional systems. The committee recommends rejection of this amendment.

## Estimated Cost:
none
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

1. Title: Expand Federation Duties

2. Bylaws Article and Section affected (or Standing Rule number): Standing Rule IV, Section 1, paragraph A

3. State the specific change proposed:

   In Standing Rule IV, Section 1, paragraph A, add the following:
   "6. Provide a communications conduit between the members, both chapter and national, and the national headquarters."

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

   4a. Current Bylaws (or Standing Rule):
   [none]

   4b. If Adopted:

   6. Provide a communications conduit between the members, both chapter and national, and the national headquarters.

5. Reason the change should be adopted (Limit to no more than three paragraphs):

   The change provides clarity that the new duties of the Federations includes providing the vehicle for any member to send and receive communications with the National headquarters. It amplifies the requirement stated in Bylaws Article IV, Section 4, paragraph C "... ensure that its chapters' and National Members' concerns are presented to the NEB."

6. Estimated cost: $ none

7. Method of proposal:

   □ a. Member direct to National Headquarters
   □ b. Chapter #_________ direct to National Headquarters
   □ c. Chapter via a Federation: Chapter #_________, Federation __________________________
     Date adopted by Federation __________________________
   ✓ d. Federation Executive Board direct to National Headquarters: Federation Arizona
   □ e. Federation Executive Board via Federation Voting: Federation __________________________
     Date adopted __________________________
   □ f. Federation Voting to National Headquarters: Federation __________________________
     Date adopted __________________________
   □ g. The NEB - Date of meeting when adopted __________________________
   □ h. Special Committee designated by the NEB: Committee __________________________

Please use a Word Document if additional space is needed.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 10/20/2017

1. Title: NARFE Supporting Members

2. Bylaws Article and Section affected (or Standing Rule number): Article I. Sections 1. and 2.B.

3. State the specific change proposed:

Those who support the NARFE mission should be allowed to become NARFE supporting members.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):

See attachment.

4b. If Adopted:

See attachment.

5. Reason the change should be adopted (Limit to no more than three paragraphs):

See attachment.

6. Estimated cost: $ Minimal costs from application form redesign outweighed by positive revenues from increased membership.

7. Method of proposal:
   a. Member direct to National Headquarters
   b. Chapter #__________ direct to National Headquarters
   c. Chapter via a Federation: Chapter #__________, Federation __________________________
      Date adopted by Federation __________________________
   d. Federation Executive Board direct to National Headquarters: Federation __________________________
   e. Federation Executive Board via Federation Voting: Federation __________________________
      Date adopted __________________________
   f. Federation Voting to National Headquarters: Federation __________________________
      Date adopted __________________________
   g. The NEB - Date of meeting when adopted __________________________
   h. Special Committee designated by the NEB: Committee __________________________

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<tr>
<td>XXXX</td>
<td>NARFE Supporting Members</td>
<td>I</td>
<td>1. and 2.B</td>
<td>Member</td>
</tr>
</tbody>
</table>

Current Language:

Section 1. Membership Eligibility

Any person who is receiving or will be eligible to receive a federal annuity and any current or former spouses who are legally entitled to receive federal survivor benefits from any civilian retirement program of any United States Government agency shall be eligible for membership in the National Active and Retired Federal Employees Association (NARFE), hereinafter “Association.” Upon receiving applications and dues from eligible persons, the Association shall admit them as members.

Section 2. Membership Categories.

B. Non-Voting Members. None; all members of the Association are voting members.

Proposed Changes:

Section 1. Membership Eligibility

Any person who is receiving or will be eligible to receive a federal annuity and any current or former spouses who are legally entitled to receive federal survivor benefits from any civilian retirement program of any United States Government agency shall be eligible for membership in the National Active and Retired Federal Employees Association (NARFE), hereinafter “Association.” Upon receiving applications and dues from eligible persons, the Association shall admit them as members. Any person who supports and is willing to uphold the NARFE mission statement may be enrolled as a supporting member upon submitting an application and paying the requisite dues.

Section 2. Membership Categories.

B. Non-Voting Members. None; all members of the Association are voting members.

If Adopted:

Section 1. Membership Eligibility.

Any person who is receiving or will be eligible to receive a federal annuity and any current or former spouses who are legally entitled to receive federal survivor benefits from any civilian retirement program of any United States Government agency shall be eligible for membership in the National Active and Retired Federal Employees Association (NARFE), hereinafter “Association.” Upon receiving applications and dues from eligible persons, the Association shall admit them as members. Any person who supports and is willing to uphold the NARFE mission statement may be enrolled as a supporting member upon submitting an application and paying the requisite dues.

Section 2. Membership Categories.

B. Non-Voting Members. Supporting members who shall pay National dues of record.
Proposal to Amend NARFE Standing Rules

| officers and members of the chapter concerned. | officers and members of the chapter concerned. |
| D. Candidates shall reimburse the Association for such lists and labels on the same cost basis and terms as the Association may be offering lists and labels to the chapters and federations. | D. Candidates shall reimburse the Association for such lists and labels on the same cost basis and terms as the Association may be offering lists and labels to the chapters and federations. |

**Rationale:**
The Online Activities Module (OAM) and the NARFE E-mail System (NES) have made the purchase of computer labels and address labels by candidates for office obsolete. Depending on the level of access granted, mailing labels may be printed using the OAS and information may be distributed to Association members using the NES.

**Bylaws Committee Recommendation:**
This is administrative and does not need to be in the rules. The bylaws committee recommends adoption.

**Estimated Cost:** None
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 10/20/17

1. Title: Membership Lists and Labels

2. Bylaws Article and Section affected (or Standing Rule number): Standing Rule I, Section 4.

3. State the specific change proposed:

Eliminate the references to purchase of computer labels and address labels in Standing Rule I.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):

See attachment.

4b. If Adopted:

See attachment.

5. Reason the change should be adopted (Limit to no more than three paragraphs):

See attachment.

6. Estimated cost: $ NONE

7. Method of proposal:

☑ a. Member direct to National Headquarters

☐ b. Chapter #___________ direct to National Headquarters

☐ c. Chapter via a Federation: Chapter #_________, Federation ________________________________
   Date adopted by Federation__________________

☐ d. Federation Executive Board direct to National Headquarters: Federation ____________________

☐ e. Federation Executive Board via Federation Voting: Federation ______________________________
   Date adopted____________________

☐ f. Federation Voting to National Headquarters: Federation _________________________________
   Date adopted____________________

☐ g. The NEB - Date of meeting when adopted __________________________

☐ h. Special Committee designated by the NEB: Committee _________________________________

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Proposal to Amend Bylaws

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<th>Title</th>
<th>Rule</th>
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<tbody>
<tr>
<td>XXXX</td>
<td>Membership Lists and Labels</td>
<td>1</td>
<td>4.c.d.</td>
<td>Member</td>
</tr>
</tbody>
</table>

**Current Language:**

C. Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters; □

2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates; □

3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates; □

4. For chapter offices, only the labels for the officers and members of the chapter concerned. □

**Proposed Changes:**

C.—Candidates for Association offices shall be entitled to purchase as many sets of address labels as requested as follows:

1. For national offices, only the labels for officers of the federations and chapters; □

2. For regional vice president offices, only the labels for the officers of federations and chapters within the region in which they are candidates; □

3. For federation offices, only the labels for the officers of the federation and the chapters within the federation in which they are candidates; □

4. For chapter offices, only the labels for the officers and members of the chapter

**If Adopted:**

None.
### Proposal to Amend Bylaws

#### D.
Candidates shall reimburse the Association for such lists and labels on the same cost basis and terms as the Association may be offering lists and labels to the chapters and federations.

<table>
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<th>Concerned</th>
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<td>D. Candidates shall reimburse the Association for such lists and labels on the same cost basis and terms as the Association may be offering lists and labels to the chapters and federations.</td>
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### Rationale:

The Online Activities Module (OAM) and the NARFE E-mail System (NES) have made the purchase of computer labels and address labels by candidates for office obsolete. Depending on the level of access granted, mailing labels may be printed using the OAS and information may be distributed to Association members using the NES.
# Proposal to Amend Bylaws

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<th>Article</th>
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<tbody>
<tr>
<td>18-12</td>
<td>Regional Vice President Term Limits</td>
<td>II</td>
<td>2.C.1.</td>
<td>Member</td>
</tr>
</tbody>
</table>

### Current Language:

**C. Term of Office**

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office.

### Proposed Changes:

**C. Term of Office**

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office. **The RVPs shall serve not more than three (3) consecutive terms, but may be re-elected to serve again after one full term has passed.**

*Proviso: This amendment shall be effective for terms beginning on November 1, 2018.*

### If Adopted:

**C. Term of Office**

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office. The RVPs shall serve not more than three (3) consecutive terms, but may be re-elected to serve again after one full term has passed.

*Proviso: This amendment shall be effective for terms beginning on November 1, 2018.*

### Rationale:

Regional Vice Presidents are not term limited. In the past, some RVPs have served many consecutive terms. Generally, Association members are reluctant to run for office against an RVP incumbent. Allowing more than three consecutive terms or six years prevents new ideas and fresh perspectives to come into the National Executive Board. The Board’s stability and institutional knowledge can be maintained by the new NARFE Executive Director position. The proviso protects current RVP members in that those who have already served two or more terms may be elected for one more term beginning November 1, 2018 prior to taking a required one full-term hiatus.
1. **Title:** Regional Vice President Term Limits

2. **Bylaws Article and Section affected (or Standing Rule number):** Article II, Section 2.C.1.

3. **State the specific change proposed:**

Regional Vice Presidents should serve not more than two (2) consecutive terms.

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

4a. **Current Bylaws (or Standing Rule):**

See attachment.

4b. **If Adopted:**

See attachment.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**

See attachment.

6. **Estimated cost:** $ None.

7. **Method of proposal:**

- [x] a. Member direct to National Headquarters
- [ ] b. Chapter #___________ direct to National Headquarters
- [ ] c. Chapter via a Federation: Chapter #__________, Federation __________________________
  Date adopted by Federation ________________________
- [ ] d. Federation Executive Board direct to National Headquarters: Federation __________________________
- [ ] e. Federation Executive Board via Federation Voting: Federation __________________________
  Date adopted ________________________
- [ ] f. Federation Voting to National Headquarters: Federation __________________________
  Date adopted ________________________
- [ ] g. The NEB - Date of meeting when adopted __________________________
- [ ] h. Special Committee designated by the NEB: Committee __________________________

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Proposal to Amend Bylaws

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<tr>
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<td>Regional Vice President Term Limits</td>
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<td>2.C.1.</td>
<td>Member</td>
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**Current Language:**

C. Term of Office

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office.

**Proposed Changes:**

C. Term of Office

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office. The RVPs shall serve not more than two (2) consecutive terms.

**If Adopted:**

C. Term of Office

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office. The RVPs shall serve not more than two (2) consecutive terms.

**Rationale:**

The two, two-year consecutive term limit for the National President was affirmed in 2017 by a vote of the National Executive Board (NEB). The NEB rejected a proposed referendum to allow the President to serve a third term. The same term limit standard applying to the National President should apply to the RVPs. This change would allow fresh perspectives to come to the NEB. RVPs serving more than two, two-year terms could potentially prevent the influx of new ideas necessary for the health of the Association.
Proposed to Amend Bylaws

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<th>Section</th>
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<tr>
<td>18-13</td>
<td>Reallocate Dues Paid by New Members Who Join a Chapter</td>
<td>II</td>
<td>3.E.</td>
<td>Chapter 0258</td>
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</tbody>
</table>

**Current Language:**

E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis.

**Proposed Changes:**

E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis, except that payments to a federation for a new member who joins a chapter shall begin with the second year of membership.

**If Adopted:**

E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis, except that payments to a federation for a new member who joins a chapter shall begin with the second year of membership.

**Conforming amendments: if the above amendment is adopted, the following amendments to the bylaws and/or standing rules shall also be adopted.**

**Standing Rule 1, Section 2.C.:**

For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the same time they join NARFE, one-third (1/3) of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE national dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the national dues and the dues of the appropriate chapter.

**Rationale:**

Currently NARFE HQ has a disincentive to recruit new members into local chapters. That is because HQ has to send one-third (1/3) of the $40 national dues ($13.33) for new members to the chapter that the member joins. In the last year through September 2017, the total of new members in NARFE was about 12,000. The total revenue from these new members comes to about $480,000 for the year. If half of the new members were to join a chapter, then the revenue retained by NARFE HQ would be reduced by $80,000 for the year.

In practice, only a small fraction of new members have joined local chapters in recent years. Take the Maryland Federation as an example. It is one of the largest federations in NARFE. As recently as 2012, more than 900 new members joined chapters in Maryland. The number of new members (of chapters) was 316 in 2014, 342 in 2015, declined to...
Proposal to Amend Bylaws

281 in 2016 and is only 142 in the twelve months through September 2017. That last number is more than a fifty percent decline in the number of new members in Maryland chapters from 2014 and 2015 and a huge 85% decline from 2012.

The proposed amendment to the NARFE bylaws and standing rules would equalize the revenues retained by HQ for recruiting a new member into a local chapter or into NARFE alone. This amendment would mean that HQ would have no financial incentives for a new member to either join or not join a local chapter. The first change would reduce the amount paid to a chapter when a new member joins from one-third of national dues to ten percent. The second change would delay to the second year of membership the payment of ten-percent funds to a federation when a new member joins a chapter.

**Bylaws Committee Recommendation:**
This amendment is very confusing. The intent is unclear and the disincentive is not legitimate. Federations are allowed to receive ten percent of the dues per member and this would deprive Federations of much-needed funding in the first year. Further, it would appear more advantageous for chapters to receive one-third of the new member dues instead of ten percent.

The committee recommends rejection of this amendment.

**Estimated Cost:** Unknown costs associated with revising recruitment materials and changing computer software.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: November 10, 2017

1. Title: Reallocate Dues Paid by New Members Who Join a Chapter

2. Bylaws Article and Section affected (or Standing Rule number):

3. State the specific change proposed:

   In ARTICLE I. MEMBERSHIP AND DUES, Section 3. Dues. E. add new sentence to end of paragraph as follows:
   "EXCEPTION: Payments to a federation for a new member who joins a chapter shall start with the second year of membership." AND
   In RULE I, Section 2. C. Second Sentence. Replace "one-third (1/3)" with "ten percent."

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):

   ARTICLE I. MEMBERSHIP AND DUES, Section 3. Dues. E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis. AND
   RULE I MEMBERSHIP AND DUES, Section 2. Membership Recruitment, C. First and Second Sentences. For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the same time they join NARFE, one-third (1/3) of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues.

4b. If Adopted:

   ARTICLE I. MEMBERSHIP AND DUES, Section 3. Dues. E. Ten percent (10%) of the national dues and new-member fees shall be returned to the federations on a monthly basis. EXCEPTION: Payments to a federation for a new member who joins a chapter shall start with the second year of membership.
   RULE I MEMBERSHIP AND DUES, Section 2. Membership Recruitment, C. First and Second Sentences. For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the

5. Reason the change should be adopted (Limit to no more than three paragraphs):

   Currently NARFE HQ has a disincentive to recruit new members into local chapters. That is because HQ has to send one-third (1/3) of the $40 national dues ($13.33) for new members to the chapter that the member joins. In the last year through September 2017, the total of new members in NARFE was about 12,000. The total revenue from these new members comes to about $480,000 for the year. If half of the new members were to join a chapter, then the revenue retained by NARFE HQ would be reduced by $80,000 for the year.
   In practice, only a small fraction of new members have joined local chapters in recent years. Take the Maryland Federation as an example. It is one of the largest federations in NARFE. [See Word document attached.]


7. Method of proposal:

   □ a. Member direct to National Headquarters
   □ b. Chapter #0258 direct to National Headquarters
   □ c. Chapter via a Federation: Chapter #________, Federation ____________________________
       Date adopted by Federation __________________
   □ d. Federation Executive Board direct to National Headquarters: Federation ____________________
   □ e. Federation Executive Board via Federation Voting: Federation __________________________
       Date adopted ______________________
   □ f. Federation Voting to National Headquarters: Federation _____________________________
       Date adopted ______________________
   □ g. The NEB - Date of meeting when adopted ______________________
   □ h. Special Committee designated by the NEB: Committee ________________________________

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<tr>
<td>18-14</td>
<td>Vacancies in Office</td>
<td>II</td>
<td>1.D.1.</td>
<td>California Federation</td>
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Current Language:
1. If there is a vacancy in the office of the president, the secretary/treasurer shall serve as president until the next election.

Proposed Changes:
1. If there is a vacancy in the office of the president, the secretary/treasurer shall serve as president until the next election. The NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill the vacancy.

If Adopted:
1. If there is a vacancy in the office of the president, the NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill the vacancy.

Rationale:
With the size of the current NEB, it is well established there are qualified and experienced member of the Board. The membership has spoken loud and clearly during the 2016 national convention that the position of president shall remain term limited to two terms, (4 years). In the event any member of the board has already served in the capacity of president for two terms, they shall not be eligible to be selected by the board.

Estimated Cost: Minimal cost – only the cost of the NEB meeting to choose the successor.
1. Title: Vacancies in Office

2. Bylaws Article and Section affected (or Standing Rule number): Article II, Section 1.D

3. State the specific change proposed:
Filling the vacancy of the President

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):
Article II, Section 1.D.1
1. If there is a vacancy in the office of the president, the secretary-treasurer shall serve as president until the next election.

4b. If Adopted:
Article II, Section 1.D.1
1. If there is a vacancy in the office of the president, the NEB shall convene to select the next president from within the present NEB to serve as president for the remainder of the term. A member of the NEB will be ineligible to assume the duties of president if they have already served two terms as president.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
With the size of the current NEB, it is well established there are qualified and experienced member of the Board. The membership ha spoken loud and clear during the 2016 national convention that the position of president shall remain term limited to two terms, (4 years). In the event any member of the board has already served in the capacity of president for two terms, they shall not be eligible to be selected by the board.

6. Estimated cost: $ Minimal cost - Only the assembly of the NEB to choose the successor.

7. Method of proposal:
   - [ ] a. Member direct to National Headquarters
   - [ ] b. Chapter #___________ direct to National Headquarters
   - [ ] c. Chapter via a Federation: Chapter #_________, Federation ________________________________
     Date adopted by Federation ____________________
   - [ ] d. Federation Executive Board direct to National Headquarters: Federation ________________________________
   - [ ] e. Federation Executive Board via Federation Voting: Federation California
     Date adopted 11/10/17
   - [ ] f. Federation Voting to National Headquarters: Federation ________________________________
     Date adopted ____________________
   - [ ] g. The NEB - Date of meeting when adopted ____________________________________________________________________________
   - [ ] h. Special Committee designated by the NEB: Committee ____________________________________________________________

Please use a Word Document if additional space is needed.
1. **Title:** Term Limits for Regional Vice Presidents

2. **Bylaws Article and Section affected (or Standing Rule number):** Article II, Section 2., C. 1.

3. **State the specific change proposed:**

Establish term limits for the Regional Vice Presidents  Effective November 1, 2020

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

4a. **Current Bylaws (or Standing Rule):**

4b. **If Adopted:**

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**

Limiting the number of terms of the Region Vice Presidents would encourage more members to seek and get elected to this office as incumbents are almost guaranteed another term. These new RVPs would bring new ideas and concepts to the National Executive Board.

6. **Estimated cost:** $ No additional cost.

7. **Method of proposal:**

   - □ a. Member direct to National Headquarters
   - ✔ b. Chapter #9801        direct to National Headquarters
   - □ c. Chapter via a Federation: Chapter #________, Federation ________________________________
     Date adopted by Federation ________________________________
   - □ d. Federation Executive Board direct to National Headquarters: Federation ________________________________
   - □ e. Federation Executive Board via Federation Voting: Federation ________________________________
     Date adopted ________________________________
   - □ f. Federation Voting to National Headquarters: Federation ________________________________
     Date adopted ________________________________
   - □ g. The NEB - Date of meeting when adopted ________________________________
   - □ h. Special Committee designated by the NEB: Committee ________________________________

*Please use a Word Document if additional space is needed.*
Subject:
Uniform term limit for all national officers

WHEREAS:
No matter how good an officer may have been, or he/she thinks she has been, there comes a point where fresh ideas are needed. New members should be elected to National officer positions on a regular basis to provide new energy, new ideas, and new insights.

NARFE currently limits the term of its most important position, National President (NP), to 2 consecutive two-year terms. Attempts over the years to eliminate or extend that limit have not succeeded. However, there is nothing stopping an NP from being elected to unlimited additional non-consecutive terms.

The National Secretary-Treasurer is not term limited, though now that NARFE has hired an Executive director to run daily operations, that position carries with it less of the daily operations and many of the same responsibilities of the NP, making it reasonable to now term limit that position.

The Regional Vice Presidents are not term limited, yet they, too, are responsible for guiding NARFE.

NPs, NSTs and RVPs who run for re-election are usually unopposed. But, usually, if they decide not to run, there is competition.

Being elected to a national officer position is not the only way a member can help guide NARFE. Any members who are term limited from running for office again could be available to continue to help NARFE, possibly as a member of one of the newly created Standing Committees.

The only people opposed to term limits are generally incumbents.

BE IT RESOLVED:
That the NEB, in cooperation with NARFE's Parliamentarian, in the next 30 days, revise the NARFE Bylaws to, effective November 1, 2018, limit the time in any particular office, for all elected national officers to no more than 6 years.

Estimated Annual Cost:
None
# Proposal to Amend Bylaws

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-18</td>
<td>Clarify National Membership Prerequisite</td>
<td>IV</td>
<td>5.D.</td>
<td>California Federation</td>
</tr>
</tbody>
</table>

**Current Language:**
National membership is a prerequisite to chapter membership.

**Proposed Changes:**
National *Association* membership is a prerequisite to chapter membership.

**If Adopted:**
Association membership is a prerequisite to chapter membership.

**Rationale:**
Association appears throughout the Bylaws, therefore, it is appropriate to change the word National to Association. This will preclude further misinterpretations.

The bylaws committee recommends adoption.

**Estimated Cost:** None.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017

Please follow instructions on reverse side of this form.

Date: 11/30/77

1. Title: Clarify National Membership Prerequisite

2. Bylaws Article and Section affected (or Standing Rule number): Article IV, Section 5.D

3. State the specific change proposed:
Change National membership to Association membership.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):
National membership is a prerequisite to chapter membership.

4b. If Adopted:
Association membership is a prerequisite to chapter membership.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
National membership in this Article is being misinterpreted to mean, "National Division" membership. Thus, by that interpretation, one must be a National Division member before they can be a chapter member as specified in the 2016 National Bylaws. However, the same words "National membership is a prerequisite to chapter membership", for that same paragraph also appear in the 2014 and the 2012 National Bylaws which were specified long before the National Division was created following the 2016 National Convention. The term National in this case, means Association, not National Division.

Association appears throughout the Bylaws, therefore, it is appropriate to change the word National to Association. This will preclude further misinterpretations.

6. Estimated cost: $ None

7. Method of proposal:

☐ a. Member direct to National Headquarters
☐ b. Chapter #___________ direct to National Headquarters
☐ c. Chapter via a Federation: Chapter #______, Federation ____________
   Date adopted by Federation __________________________
☐ d. Federation Executive Board direct to National Headquarters: Federation California
☐ e. Federation Executive Board via Federation Voting: Federation ____________
   Date adopted __________________________
☐ f. Federation Voting to National Headquarters: Federation __________________________
   Date adopted __________________________
☐ g. The NEB - Date of meeting when adopted __________________________
☐ h. Special Committee designated by the NEB: Committee __________________________

Please use a Word Document if additional space is needed.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 12/10/17

1. Title: First Year Chapter Fees in Lieu of Chapter Dues

2. Bylaws Article and Section affected (or Standing Rule number): Art 1 Sect 3B

3. State the specific change proposed:
Change the time frame for first year chapter fee in lieu of chapter dues from "at the same time they join NARFE" to "within the first six (6) months of joining NARFE.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE.

4b. If Adopted:
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter within six (6) months of joining NARFE.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
Prior to the Optional chapter membership, the members automatically joined chapters AT THE SAME TIME AS WHEN THEY JOINED NARFE. The new member was charged nothing extra the first year to belong to a chapter, and the chapter received the first year chapter fee in lieu of chapter dues (Currently 1/3 of dues or $13.34) - See addendum

6. Estimated cost: $ None – same money involved, just disbursed differently, like prior to Optional Chapter Membership

7. Method of proposal:
☐ a. Member direct to National Headquarters
☐ b. Chapter #________ direct to National Headquarters
☐ c. Chapter via a Federation: Chapter #________, Federation __________________________
   Date adopted by Federation____________________
☐ d. Federation Executive Board direct to National Headquarters: Federation __________________________
☐ e. Federation Executive Board via Federation Voting: Federation __________________________
   Date adopted____________________
☐ f. Federation Voting to National Headquarters: Federation __________________________
   Date adopted____________________
☐ g. The NEB - Date of meeting when adopted __________________________
☐ h. Special Committee designated by the NEB: Committee __________________________

Please use a Word Document if additional space is needed.
Proposal to Amend Bylaws

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<thead>
<tr>
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<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-19</td>
<td>First Year Chapters Fees in Lieu of Chapter Dues</td>
<td>II</td>
<td>3.B.</td>
<td>NEB</td>
</tr>
</tbody>
</table>

**Current Language:**

The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE.

**Proposed Changes:**

The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE within six months of joining NARFE.

**If Adopted:**

The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter within six months of joining NARFE.

**Rationale:**

Prior to the Optional chapter membership, the members automatically joined chapters AT THE SAME TIME AS WHEN THEY JOINED NARFE. The new member was charged nothing extra the first year to belong to a chapter, and the chapter received the first year chapter fee in lieu of chapter dues (currently 1/3 of dues or $13.34). The emphasis is not on getting them to join NARFE, and then focus on if they want to belong to a Chapter. If the member responds to the follow-up letter from National welcoming them to NARFE and informing them of the local Chapter option by deciding to belong to a chapter, as the bylaws read, the new member has to pay chapter dues to the chapter, and the chapter loses the first-year chapter fee. The new member now must pay more than the $40 first year dues (which is previously covered both National and Chapter dues), the Chapter is losing income and now must become a collection agency (which years ago, to streamline, National began collecting all dues). The only one gaining from this language is the National Office, who now get to keep the $13.34 for virtually every new member.

This needs to be made right: to the new member and to the chapters.

**Bylaws Committee Recommendation:**

This amendment is confusing and the rationale as well. The rationale is unclear as to why the six-month period is necessary. Chapters would have to wait up to six months to receive any money, as opposed to receiving the chapter fee when a new member joins NARFE. The bylaws committee recommends rejection.

**Estimated Cost:** None – same money involved, just disbursed differently, like prior to the adoption of optional chapter membership.
**Proposal to Amend Bylaws**

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<tr>
<th>Proposal #</th>
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<th>Section</th>
<th>Proposed by</th>
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<tbody>
<tr>
<td>18-20</td>
<td>Roll Call Vote on all Policy Issues Published</td>
<td>III</td>
<td>3.C.</td>
<td>Illinois Federation</td>
</tr>
</tbody>
</table>

**Current Language:**
A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association.

**Proposed Changes:**
A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association **and on the NARFE website**. **Such summary shall include a roll call voting record on all policy changes.**

**If Adopted:**
A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association and on the NARFE website. Such summary shall include a roll call voting record on all policy changes.

**Rationale:**
In the past, votes on some policy issues did not state the roll call vote by NEB members. Some members of the NEB did not explain their votes on policy issues or misrepresented how they voted so their constituents did not know how they voted. It is necessary for constituents of elected positions to know how their elected representatives vote on important issues.

**Bylaws Committee Recommendation:**
This amendment is unnecessary because the NARFE website is an official publication of the Association. Further, putting the roll call requirement into the bylaws is unnecessary because this is procedural and can be handled by the NEB administratively. The committee recommends rejection.

**Estimated Cost:** $100.00
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: December 5, 2017

1. Title: Roll call vote on all policy issues published

2. Bylaws Article and Section affected (or Standing Rule number): Article III Section 3

3. State the specific change proposed:
The Illinois Federation makes a motion that that a new item Article III Section 3 #8 be established so that a roll call vote will be taken and published on the NARFE website on all policy changes.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):
There is no current language to address this issue.

4b. If Adopted:
This would require the NEB to publish online the roll call vote taken on all policy issues on the NARFE website.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
In the past votes on some policy issues did not state the roll call vote by NEB members. Some members of the NEB did not explain their votes on policy issues or misrepresented how they voted so their constituents did not know how they voted. It is necessary for constituents of elected positions to know how their elected representatives vote on important issues.

6. Estimated cost: $ 100.00

7. Method of proposal:
☐ a. Member direct to National Headquarters
☐ b. Chapter #_________ direct to National Headquarters
☐ c. Chapter via a Federation; Chapter #_________, Federation ______________________________
   Date adopted by Federation_________________________
☐ d. Federation Executive Board direct to National Headquarters; Federation Illinois approved 3-3-2017.
☐ e. Federation Executive Board via Federation Voting; Federation ______________________________
   Date adopted_________________________
☐ f. Federation Voting to National Headquarters; Federation ______________________________
   Date adopted_________________________
☐ g. The NEB - Date of meeting when adopted _____________________________________________
☐ h. Special Committee designated by the NEB; Committee ________________________________

Please use a Word Document if additional space is needed.
F-3C (09/17)
Proposal to Amend Bylaws

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<thead>
<tr>
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<th>Section</th>
<th>Proposed by</th>
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</thead>
<tbody>
<tr>
<td>18-22</td>
<td>Vacancies in Office</td>
<td>II</td>
<td>1.D.</td>
<td>San Fernando Valley Chapter (061)</td>
</tr>
</tbody>
</table>

**Current Language:**

1. If there is a vacancy in the office of the president, the secretary/treasurer shall serve as president until the next election.
2. If there is a vacancy in any other national office, the NEB shall fill such vacancy for the unexpired term.

**Proposed Changes:**

1. If there is a vacancy in the office of the president, the secretary/treasurer shall national executive board shall convene to elect a president from within the current NEB to serve as president until the next election. Any member of the NEB who has already served two terms as president shall not be eligible.
2. If there is a vacancy in any other national office, the NEB shall fill such vacancy for the unexpired term.

**If Adopted:**

1. If there is a vacancy in the office of the president, the national executive board shall convene to elect a president from within the current NEB to serve as president until the next election. Any member of the NEB who has already served two terms as president shall not be eligible.
2. If there is a vacancy in any other national office, the NEB shall fill such vacancy for the unexpired term.

**Rationale:**

With the size of the current NEB, it is well established there are qualified and experienced members of the Board. The membership has spoken loud and clearly during the 2016 national convention that the position of president shall remain term limited to two terms (4 years). In the event any member of the board has already served in the capacity of president for two terms, they shall not be eligible to be selected by the board. This would allow for the preservation of the existing term limits for the office of president.

**Estimated Cost:** Minimal administrative cost – only the assembly of the NEB to choose the successor.
1. **Title:** VACANCIES IN OFFICE

2. **Bylaws Article and Section affected (or Standing Rule number):** Article Section 1 D

3. **State the specific change proposed:**
   Change the filling the vacancy of the President

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**
   
   **4a. Current Bylaws (or Standing Rule):**
   
   Article II section 1 D 1.
   
   If there is a vacancy in the office of the president, the secretary-treasurer shall serve as president until the next election.
   
   Be it Resolved to change: Strike: the secretary treasurer in first sentence and change to the following language:

   **4b. If Adopted:**
   
   Be it Resolved to change:
   
   Article II Officers And Their Duties Section 1 National Officers D 1. Vacancies in Office
   
   1. If there is a vacancy in the office of the president, the national executive board shall convene to select the next president from within the current NEB to serve as president until the next election. Any member of the NEB will be ineligible to assume the duties of president if they have already served two terms as president.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**

   With the size of the current NEB, it is well established there are qualified and experienced members of the Board. The membership has spoken loud and clearly during the 2016 national convention that the position of president shall remain term limited to two terms, (4 years). In the event any member of the board has already served in the capacity of president for two terms, they shall not be eligible to be selected by the board. This would allow for the preservation of the existing term limits for the office of president.

6. **Estimated cost:** $ Minimal administrative cost - Only the assembly of the NEB to choose the successor

7. **Method of proposal:**

   - [ ] a. Member direct to National Headquarters
   - [x] b. Chapter # 061 direct to National Headquarters
   - [ ] c. Chapter via a Federation: Chapter # 061, Federation __________________________
     Date adopted by Federation 11/10/17
   - [ ] d. Federation Executive Board direct to National Headquarters: Federation __________________________
   - [x] e. Federation Executive Board via Federation Voting: Federation __________________________
     Date adopted 11/10/17
   - [ ] f. Federation Voting to National Headquarters: Federation __________________________
     Date adopted __________________________
   - [ ] g. The NEB - Date of meeting when adopted __________________________
   - [ ] h. Special Committee designated by the NEB: Committee __________________________

   Please use a Word Document if additional space is needed.
### Proposal to Amend NARFE Standing Rules

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<tbody>
<tr>
<td>18-24</td>
<td>Organizational Structure: Federations and Chapters</td>
<td>IV</td>
<td>1</td>
<td>Theodore Van Hintum</td>
</tr>
</tbody>
</table>

#### Current Language:

**Section 1. Federations**

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:

1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.

B. The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.

#### Proposed Changes:

**Section 1. Federations**

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation. **Each federation shall lead advocacy efforts within its geographic area, maintain constant vigil over the status of legislation in the applicable legislatures, take such action with respect to any such legislation as is beneficial to its members, and keep chapters and national members informed.**

B. **Each federation shall hold an annual meeting; the federation board shall have general supervision of federation affairs between annual meetings.**

C. **The elected officers of the federation shall be at a minimum a president and a treasurer or secretary/treasurer. Other elected officers may include one or more vice presidents, a secretary, a national legislative officer, state legislative officer and membership chair. Appointed officers of a federation may include a national legislative officer, state legislative officer, membership coordinator, Alzheimer coordinator, service officer, and others as appointed by the president and approved by the executive board.**

D. The association shall furnish to each federation (as available) the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.
**Proposal to Amend NARFE Standing Rules**

<table>
<thead>
<tr>
<th>Section 2. Chapters</th>
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</thead>
<tbody>
<tr>
<td>A. Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer.</td>
<td>federation (as available) the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.</td>
</tr>
<tr>
<td>B. Upon approval of a chapter’s bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members of the chapter.</td>
<td>1. To organize new chapters;</td>
</tr>
<tr>
<td>C. Chapter objectives are to:</td>
<td>2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;</td>
</tr>
<tr>
<td>1. Establish at the local level programs for the recruitment and retention of Association members;</td>
<td>3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;</td>
</tr>
<tr>
<td>2. Keep members informed on the plans and activities of the Association;</td>
<td>4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;</td>
</tr>
<tr>
<td>3. Gain the members’ appreciation of the Association’s need for and importance of their active support;</td>
<td>5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep chapters and national members informed.</td>
</tr>
<tr>
<td>4. Provide opportunities at the local level to become well informed on the issues confronting the Association at the federal and state levels;</td>
<td></td>
</tr>
<tr>
<td>5. Provide mutual assistance and support to solve problems that an individual member may be unable to solve alone; and</td>
<td></td>
</tr>
<tr>
<td>6. Establish at the local level a means of direct participation in achieving Association objectives and goals.</td>
<td>B. The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.</td>
</tr>
</tbody>
</table>

**Section 2. Chapters**

A. The purpose of a chapter shall be to support and work toward the objectives of the association by:
1. Advocating at the local level for legislation;  
2. Establishing programs at the local level for the recruitment and retention of association members;  
3. Keeping members informed on the plans and activities of the association; and  
4. Providing assistance to solve problems that an individual member may be unable to solve alone.  

B. Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer. Upon approval of a chapter’s bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members of the chapter.

C. Any person who is a dues-paying member of NARFE shall be eligible to join a chapter.

D. Each chapter shall have a president, vice president (or first and second vice president), a secretary, and a treasurer (or secretary/treasurer). An executive committee may be created and consist of the elected chapter officers and other appointed officers and committee chairs as deemed appropriate. The executive committee shall exercise such authority and perform such duties as the chapter may prescribe.

E. Regular chapter meetings shall be held at a time and place designated by the chapter. One regular meeting during the year shall be designated as the annual.
### Proposal to Amend NARFE Standing Rules

<table>
<thead>
<tr>
<th>A. The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).</th>
</tr>
</thead>
<tbody>
<tr>
<td>B. Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer. Upon approval of a chapter's bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members of the chapter.</td>
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<tr>
<td>C. Any person who is a dues-paying member of NARFE shall be eligible to join a chapter.</td>
</tr>
<tr>
<td>D. Each chapter shall have a president, vice president (or first and second vice president), a secretary, and a treasurer (or secretary/treasurer). An executive committee may be created and consist of the elected chapter officers and other appointed officers and committee chairs as deemed appropriate. The executive committee shall exercise such authority and perform such duties as the chapter may prescribe.</td>
</tr>
<tr>
<td>E. Regular chapter meetings shall be held at a time and place designated by the chapter. One regular meeting during the year shall be designated as the annual meeting.</td>
</tr>
<tr>
<td>F. Chapters shall submit to the national headquarters the appropriate NARFE form listing the chapter dues amount and current chapter officers. Such form shall be submitted by January 1 each year.</td>
</tr>
<tr>
<td>G. The association shall furnish to each chapter the names and addresses of members of that chapter. The association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of non-voting members, such as social members.</td>
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</table>
F. Chapters shall submit to the national headquarters the appropriate NARFE form listing the chapter dues amount and current chapter officers. Such form shall be submitted by January 1 each year.

G. The association shall furnish to each chapter the names and addresses of members of that chapter. The association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of nonvoting members, such as social members.

C. Chapter objectives are to:
   1. Establish at the local level programs for the recruitment and retention of Association members;
   2. Keep members informed of the plans and activities of the Association;
   3. Gain the members' appreciation of the Association's need for and importance of their active support;
   4. Provide opportunities at the local level to become well informed on the issues confronting the Association at the federal and state levels; and
   5. Provide mutual assistance and support to solve problems that an individual member may be unable to solve alone; and
   6. Establish at the local level a means of direct participation in achieving Association objectives and goals.

D. To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE
Proposal to Amend NARFE Standing Rules

form listing the chapter dues amount. National headquarters shall collect these dues and remit them on a monthly basis to the respective chapters.

E. The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter’s roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).

**Rationale:**

The current Rule IV focuses more on the responsibilities of Federations and chapters rather than their organization. This resolution outlines the current organizational structure of Federations and chapters. It incorporates the One Member One Vote and Optional Chapter Membership resolutions passed at the 2016 National Convention. It also incorporates the national guidance provided to implement those changes. It retains those Federation and chapter responsibilities such as provision of membership lists and annual reporting of chapter dues and officers not found elsewhere in the Chapter and Federation Officers Manual (F-10), the National Policy Book or the Procedures book.

**Estimated Cost:** None.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 12/15/17

1. Title: Organizational Structure

2. Bylaws Article and Section affected (or Standing Rule number): Rule IV Sections 1 and 2

3. State the specific change proposed:

Revises Rule IV to reflect the organization of federations and chapters and incorporates the One Member One vote and Optional Chapter Membership bylaws resolutions passed at the 2016 National Convention into the Rule.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):

See attachment.

4b. If Adopted:

See attachment.

5. Reason the change should be adopted (Limit to no more than three paragraphs):

See attachment.

6. Estimated cost: $ None

7. Method of proposal:
   - [X] a. Member direct to National Headquarters
   - [ ] b. Chapter #___________ direct to National Headquarters
   - [ ] c. Chapter via a Federation: Chapter #___________, Federation ________________________________
     Date adopted by Federation ________________________________
   - [ ] d. Federation Executive Board direct to National Headquarters: Federation ________________________________
   - [ ] e. Federation Executive Board via Federation Voting: Federation ________________________________
     Date adopted ________________________________
   - [ ] f. Federation Voting to National Headquarters: Federation ________________________________
     Date adopted ________________________________
   - [ ] g. The NEB - Date of meeting when adopted ________________________________
   - [ ] h. Special Committee designated by the NEB: Committee ________________________________

Please use a Word Document if additional space is needed.
## Proposal to Amend Bylaws

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<th>Title</th>
<th>Rule</th>
<th>Sections</th>
<th>Proposed by</th>
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<tr>
<td>XXXX</td>
<td>Organizational Structure</td>
<td>IV</td>
<td>1 and 2</td>
<td>Member</td>
</tr>
</tbody>
</table>

### Current Language:

**Section 1. Federations**

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows:

1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any such legislation as is beneficial to Association members, and to keep

### Proposed Changes:

**Section 1. Federations**

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation as follows: The federation will lead legislative advocacy efforts within its respective area.

1. To organize new chapters;
2. To visit chapters and promote greater chapter activity, including recruitment and retention of members; to reactivate weak and closed chapters, appoint volunteers for a one-year period to chapters needing officers and, as need arises, provide service to members of closed chapters by assigning them to another chapter;
3. To stimulate fraternal cooperation among all chapters in the area for their mutual benefit and for the benefit of the Association;
4. To keep unaffiliated chapters informed of the advantages of membership in the federation and solicit their affiliation;
5. To maintain constant vigil over the status of legislation in the various legislatures in the area, to take such action with respect to any

### If Adopted:

**Section 1. Federations**

A. The purpose of a federation shall be to promote to current and potential members within its respective area the aims and objectives of the Association as specified in the Articles of Incorporation. The federation will lead legislative advocacy efforts within its respective area.

**B. Members.** All chapter members and national members of the National Active and Retired Federal Employees Association in the respective area of the Federation are members.

**C. Officers.** The elected officers of the Federation shall be at a minimum the President and the Treasurer or Secretary/Treasurer.

1. Other elected officers may include a Vice President(s), and Secretary.
2. Appointed officers of the Federation may include a National Legislative Officer, State Legislative Officer, Membership Coordinator, Alzheimer Coordinator, a Service Officer, and others as appointed by the President and approved by the Executive Board.

**D. Meetings.** The federation shall hold an annual meeting.

**E. Executive Board.** The elected officers of the
**Proposal to Amend Bylaws**

| **B.** The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area. | **such legislation as is beneficial to Association members, and to keep chapters and national members informed.** | **F.** The Federation, if desired, may include the National Legislative Officer, the State Legislative Officer, and the Membership Chair (if applicable). 

1. The Executive Board shall have general supervision of the affairs of the Federation between annual meetings.

2. The Executive Board annually shall appoint an Audit Committee or select an accountant to conduct an audit of the Federation financial status.

3. When necessary, to transact urgent or emergency business, the President shall have the authority to conduct a telephone or e-mail canvass of Executive Board members. |

| **B.** The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area. | **B. Members.** All chapter members and national members of the National Active and Retired Federal Employees Association in the respective area of the Federation are members. |

| **C. Officers.** The elected officers of the Federation shall be at a minimum the President and the Treasurer or Secretary/Treasurer. | **1. Other elected officers may include a Vice President (s), and Secretary.** |

| **2. Appointed officers of the Federation may include a National Legislative Officer, State Legislative Officer, Membership Coordinator, Alzheimer Coordinator, a Service Officer, and others as appointed by the President and approved by the Executive Board.** |

| **D. Meetings.** The federation shall hold an annual meeting. | **E. Executive Board.** The elected officers of the Federation, if desired, may include the National Legislative Officer, the State Legislative Officer, and the Membership Chair (if applicable). 

1. The Executive Board shall have general supervision of the affairs of the Federation between annual meetings. |

|  | **1. The Federation shall support the chapters and national members within its respective area.** |

|  | **2. The Federation shall lead advocacy efforts within its area, maintain constant vigil over the status of legislation in the various legislatures in the area, take such action with respect to any such legislation as is beneficial to Association members, and keep chapters and national members informed.** |

|  | **3. The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.** |
Proposal to Amend Bylaws

Section 2. Chapters

A. Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer.

B. Upon approval of a chapter's bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members.

2. The Executive Board annually shall appoint an Audit Committee or select an accountant to conduct an audit of the Federation financial status.

3. When necessary, to transact urgent or emergency business, the President shall have the authority to conduct a telephone or e-mail canvass of Executive Board members.

F. Responsibilities

1. The Federation shall support the chapters and national members within its respective area.

2. The Federation shall lead advocacy efforts within its area, maintain constant vigil over the status of legislation in the various legislatures in the area, take such action with respect to any such legislation as is beneficial to Association members, and keep chapters and national members informed.

3. The Association may furnish to each federation, as available, the names and addresses of all eligible active and retired civilian federal employees in its respective geographic area.

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A. Applications for the formation of new chapters must follow the guidelines issued by the national secretary/treasurer.

B. Upon approval of a chapter's bylaws, the Association president shall assign a chapter number and issue a charter, which will be inscribed with the names of the charter members of the chapter.
Proposal to Amend Bylaws

of the chapter.

C. Chapter objectives are to:

1. Establish at the local level programs for the recruitment and retention of Association members;

2. Keep members informed on the plans and activities of the Association;

3. Gain the members' appreciation of the Association's need for and importance of their active support;

4. Provide opportunities at the local level to become well informed on the issues confronting the Association at the federal and state levels;

5. Provide mutual assistance and support to solve problems that an individual member may be unable to solve alone; and

6. Establish at the local level a means of direct participation in achieving Association objectives and goals.

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5. Provide mutual assistance and support to solve problems that an individual member may be unable to solve alone; and

6. Establish at the local level a means of direct participation in achieving Association objectives and goals.

C. The purpose of a chapter shall be to support and work toward the objectives of the Association as follows:

1. Advocate at the local level for legislation that is beneficial to federal civilian employees and annuitants and oppose legislation detrimental to their interests;

2. Establish at the local level programs for the recruitment and retention of Association members;

3. Keep members informed on the plans and activities of the Association; and,

4. Provide assistance to solve problems that an individual member may be unable to solve alone.

D. Members. Any person who is a dues-paying member of NARFE National shall be eligible to join a chapter.

E. Officers. Chapter officers shall be a president, vice president (or first and second vice president), secretary, and treasurer (or secretary treasurer).

F. Meetings. Regular meetings shall be held at a time and place designated by the chapter. One regular meeting during the year shall be designated the annual meeting.

G. Executive Committee. The executive committee may consist of the elected chapter officers and other appointed officers and committee chairs as deemed appropriate. The executive committee shall exercise such other duties as the chapter may prescribe.
Proposal to Amend Bylaws

D. To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE form listing the chapter dues amount. National headquarters shall collect these dues and remit them on a monthly basis to the respective chapters.

E. The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).

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E. Officers. Chapter officers shall be a president, vice president (or first and second vice president), secretary, and treasurer (or secretary treasurer).

F. Meetings. Regular meetings shall be held at a time and place designated by the chapter. One regular meeting during the year shall be designated the annual meeting.

H. Responsibilities.

1. To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE form listing the chapter dues amount and current chapter officers. National headquarters shall collect these dues and remit them on a monthly basis to the respective chapters.

2. The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter's roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).
Proposal to Amend Bylaws

G. Executive Committee. The executive committee may consist of the elected chapter officers and other appointed officers and committee chairs as deemed appropriate. The executive committee shall exercise such other duties as the chapter may prescribe.

H. Responsibilities.

1. To ensure proper collection of chapter dues, as well as accurate chapter officer information, chapters shall submit to the national headquarters by January 1 annually the appropriate NARFE form listing the chapter dues amount and current chapter officers. National headquarters shall collect these dues and remit them on a monthly basis to the respective chapters.

2. The Association shall furnish to each chapter the names and addresses of members of that chapter. The Association may furnish to each chapter, as available, the names and addresses of prospective members. A chapter’s roster of voting members must be kept separate from its roster of non-voting members (i.e., Social Members).

**Rationale:**

The current Rule IV focuses more on the responsibilities of Federations and chapters rather than their organization. This resolution outlines the current organizational structure of Federations and chapters. It incorporates the One Member One Vote and Optional Chapter Membership resolutions passed at the 2016 National Convention. It also incorporates the national guidance provided to implement those changes. It retains those Federation and chapter responsibilities such as provision of membership lists and annual reporting of chapter dues and officers not found elsewhere in the Chapter and Federation Officers Manual (F-10), the National Policy Book or the Procedures book.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

1. Title: Reversal of Optional Chapter Membership

Date: 12/15/17

2. Bylaws Article and Section affected (or Standing Rule number): Art 1, Sec 2 and others

3. State the specific change proposed:
Change all appropriate National Bylaws Articles and Sections to reverse the ill-fated change made at the 2016 National Convention, to no longer make chapter membership optional, but instead to make chapter membership a standard part of NARFE membership.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):
Current Bylaws (as changed as a result of the 2016 national Convention) allow chapter membership to be optional.

4b. If Adopted:
Change all appropriate Articles and Sections of the Bylaws to make chapter membership a standard part of NARFE membership. Members would be allowed to select either a chapter located closest to them geographically, or another chapter of their choosing.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
At the 2016 NARFE National Convention, a proposal was made and enacted to make chapter membership optional. However, this proposal was based on several incorrect assumptions and flawed data, and has since had the opposite of its intended change – it has actually resulted in a dramatic loss of members from local chapters, with the resulting loss of income to these chapters. This is adversely affecting each chapter’s ability to operate – including generating newsletters and doing grassroots work with their respective legislators. So far, [see attached]

6. Estimated cost: $ Negligible, HOWEVER, this will result in a substantial reversal of $$ losses to chapters!

7. Method of proposal:
✓ a. Member direct to National Headquarters
☐ b. Chapter #_______ direct to National Headquarters
☐ c. Chapter via a Federation: Chapter #_______, Federation ________________________
   Date adopted by Federation______________________
☐ d. Federation Executive Board direct to National Headquarters: Federation ________________________
☐ e. Federation Executive Board via Federation Voting: Federation ________________________
   Date adopted______________________
☐ f. Federation Voting to National Headquarters: Federation ________________________
   Date adopted______________________
☐ g. The NEB - Date of meeting when adopted ________________________
☐ h. Special Committee designated by the NEB: Committee ________________________

Please use a Word Document if additional space is needed.

F-3C (09/17)
in the year that this optional chapter membership “experiment” has been in effect, chapters throughout
the nation have lost about 15% of their chapter membership, and the membership losses continue to
mount every day. As was predicted by those opposing this change at the 2016 Convention, it will result
in the eventual loss of all NARFE chapters, with the resulting loss of all that local chapters provide to
the organization. These losses need to be stopped!

There were many flaws in the presentation made at the 2016 convention that attempted to justify
making chapter membership optional, such as: (1) a flawed assumption that lack of attendance at
chapter meetings was due to members’ lack of desire to be a member of that chapter — yet our chapter,
as well as most others, have members that have multiple reasons for not attending chapter meetings, but
still desire to be chapter members and participate in chapter activities, obtain the chapter newsletters,
and participate in grassroots activities; (2) a flawed assumption that some members were unsure of
whether they belonged to a chapter — yet rectifying that does not mean deleting them from chapter
membership, rather it should be clarified that they are a chapter member, and the advantages of being a
member; (3) a flawed assumption that baby boomers are less likely to join a chapter — however NARFE
(even after repeated “pleadings” at the convention) has done nothing to try to improve recruitment of
active employees — which is our biggest source of new members — many of whom are baby boomers;
and (4) another flawed assumption that chapters are closing due to lack of participation of their
members — yet making chapter membership optional is further accelerating membership losses and will
result in even more chapters closing!

This organization is ultimately dependent on chapter members to carry out (and encourage others to
carry out) the necessary activities of NARFE. The convention assumption that optional chapter
membership would increase recruitment and retention has proven to be false — both are down since this
change was implemented. Therefore, we need to make the change now to make chapter membership a
part of every NARFE membership. This will help sustain and grow chapters, rather than the apparent
underlying intent of optional chapter membership to ultimately get rid of all local chapters.
Proposal to Amend Bylaws

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<th>Title</th>
<th>Article</th>
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<tbody>
<tr>
<td>18-26</td>
<td>NEB Meeting Agendas</td>
<td>III</td>
<td>3.A.</td>
<td>Illinois Federation</td>
</tr>
</tbody>
</table>

**Current Language:**

**Section 3. Meetings**
A. There shall be at least two (2) meetings of the NEB per year.
B. The president or a majority of the NEB members may call a meeting.
C. A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association.
D. Meetings may be held by conference telephone or video calls, provided that all members are contacted and given twenty-four (24) hours' notice.

**Proposed Changes:**

**Section 3. Meetings**
A. There shall be at least two (2) meetings of the NEB per year. The proposed agendas for such meetings shall be published on the NARFE website at least seven calendar days prior to the date of the meeting.
B. The president or a majority of the NEB members may call a meeting.
C. A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association.
D. Meetings may be held by conference telephone or video calls, provided that all members are contacted and given twenty-four (24) hours' notice.

**If Adopted:**

**Section 3. Meetings**
A. There shall be at least two (2) meetings of the NEB per year. The proposed agendas for such meetings shall be published on the NARFE website at least seven calendar days prior to the date of the meeting.
B. The president or a majority of the NEB members may call a meeting.
C. A summary of actions taken at each meeting shall be published as soon as possible in an official publication of the Association.
D. Meetings may be held by conference telephone or video calls, provided that all members are contacted and given twenty-four (24) hours' notice.

**Rationale:**
Current members do not know when all NEB meetings including special meetings will occur and what the agenda will be. Without knowing when all meetings will take place and what subjects will be discussed, they cannot decide if they want to attend or follow up timely with their regional vice president on issues of concern.

**Bylaws Committee Recommendation:**
This amendment is in conflict with section D, as some meetings can be called with a 24 hour notice. The committee also feels this is administrative in nature and doesn't belong in the bylaws.

The bylaws committee recommends rejection.

**Estimated Cost:** $100.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

1. **Title:** Publish NEB meeting agenda

2. **Bylaws Article and Section affected (or Standing Rule number):** Article III Section 3

3. **State the specific change proposed:**
The Illinois Federation makes a motion that that a new item E be established in Article III Section 3 that states that the publishing online of the NEB agenda for all meetings be required at least 7 calendar days before the meeting on the NARFE website.

4. **Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:**

4a. **Current Bylaws (or Standing Rule):**
There is no current language to address this issue.

4b. **If Adopted:**
This would require the NEB to publish online the agenda for each NEB meeting 7 calendar days on the NARFE website before all NEB meetings.

5. **Reason the change should be adopted (Limit to no more than three paragraphs):**
Current members do not know when all NEB meetings including special meetings will occur and what the agenda will be. Without knowing when all meetings will take place and what subjects will be discussed, they cannot decide if they want to attend or follow up timely with their Regional Vice on issues of concern.

6. **Estimated cost:** $100.00

7. **Method of proposal:**
   - [ ] a. Member direct to National Headquarters
   - [ ] b. Chapter #__________ direct to National Headquarters
   - [ ] c. Chapter via a Federation: Chapter #__________, Federation ________________________________
     Date adopted by Federation__________________
   - [ ] e. Federation Executive Board via Federation Voting: Federation ________________________________
     Date adopted__________________
   - [ ] f. Federation Voting to National Headquarters: Federation ________________________________
     Date adopted__________________
   - [ ] g. The NEB - Date of meeting when adopted ________________________________
   - [ ] h. Special Committee designated by the NEB: Committee ________________________________

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<tbody>
<tr>
<td>18-27</td>
<td>Changes to Regions</td>
<td>III</td>
<td>2.B.1.</td>
<td>Illinois Federation</td>
</tr>
</tbody>
</table>

**Current Language:**

B. Duties: The NEB shall:
   1. Establish and modify the national regions of the Association;
   (remainder unchanged)

**Proposed Changes:**

B. Duties: The NEB shall:
   1. Establish and modify the national regions of the Association **by a two-thirds vote**;
   (remainder unchanged)

**If Adopted:**

B. Duties: The NEB shall:
   1. Establish and modify the national regions of the Association by a two-thirds vote;
   (remainder unchanged)

**Rationale:**
The current regional structure spread evenly around the country to give everyone an equal vote in federation policy has worked well for over 50 years. It should not change with less that the two-thirds vote required for a bylaws change.

**Bylaws Committee Recommendation:**
This amendment would restrict the ability of the NEB to change the number of regions, if necessary. The committee recommends rejection.

**Estimated Cost:** None.
Proposed Bylaws/Standing Rule Amendment
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: December 5, 2017

1. Title: Change in regions requires a 2/3 vote

2. Bylaws Article and Section affected (or Standing Rule number): Article III Section 2B1

3. State the specific change proposed:
The Illinois Federation makes a motion to delete current language of Article III Section 2B1 and insert, The NEB may recommend changes in regions and the changes will be subject to a 2/3 vote for passage.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:
4a. Current Bylaws (or Standing Rule):
Current language allows the NEB to make changes to the regional structure by majority vote.

4b. If Adopted:
If adopted, this resolution would require a 2/3 vote of the NEB to change the regions of the federation.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
The current regional structure spread evenly around the country to give everyone a equal vote in federation policy has worked well for over 50 years. It should not change with less than the 2/3rd vote required for a bylaw change.

6. Estimated cost: $ No cost

7. Method of proposal:
   - a. Member direct to National Headquarters
   - b. Chapter #___________ direct to National Headquarters
   - c. Chapter via a Federation: Chapter #_________, Federation ________________________________ Date adopted by Federation __________
   - d. Federation Executive Board direct to National Headquarters: Federation Illinois approved 3-3-2017. Date adopted __________
   - e. Federation Executive Board via Federation Voting: Federation ________________________________ Date adopted __________
   - f. Federation Voting to National Headquarters: Federation ________________________________ Date adopted __________
   - g. The NEB - Date of meeting when adopted ________________________________
   - h. Special Committee designated by the NEB: Committee ________________________________

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Proposal to Amend NARFE Standing Rules

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<td>18-28</td>
<td>Chapter Membership Renewal</td>
<td>1</td>
<td>2</td>
<td>Illinois Federation</td>
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</table>

**Current Language:**
None.

**Proposed Changes:**
E. Members shall be given the opportunity to renew chapter membership on the NARFE renewal form.

**If Adopted:**
E. Members shall be given the opportunity to renew chapter membership on the NARFE renewal form.

**Rationale:**
Many members renew one year at a time and forget to mark the right box because they want to be a member of the chapter as the chapter does local work representing them with Congress, provides service on benefits, and keeps them informed on current issues. Many members renew their membership to the chapter when contacted to do so.

**Bylaws Committee Recommendation:**
This amendment is unnecessary because members have the option to renew their chapter membership on the renewal form. It is just a matter of checking the correct box. The committee feels this is a design issue and not a change to the standing rules. The committee recommends rejection.

**Estimated Cost:** Form has been modified several times already recently.
1. Title: New renewal form

2. Bylaws Article and Section affected (or Standing Rule number): Rule 1 Section 2 New E

3. State the specific change proposed:
The Illinois Federation makes a motion that a new item rule 1 Section 2 New E be established so that a new separate renewal form goes to members of regular chapters not in the national only chapter designation 0000.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):
There is no current language to address this issue.

4b. If Adopted:
This form would be modified according to attached sheet.

5. Reason the change should be adopted (Limit to no more than three paragraphs):
Many members renew one year at a time and forget to mark the right box because they want to be a member of the chapter as the chapter does local work representing them with Congress, provides service on benefits, and keeps them informed on current issues. Many members renew their membership to the chapter when contacted to do so.

6. Estimated cost: $ form has been modified several times already recently

7. Method of proposal:
   □ a. Member direct to National Headquarters
   □ b. Chapter #__________ direct to National Headquarters
   □ c. Chapter via a Federation: Chapter #______, Federation __________________________
       Date adopted by Federation__________
   ✔ d. Federation Executive Board direct to National Headquarters: Federation Illinois approved 3-3-2017
   □ e. Federation Executive Board via Federation Voting: Federation __________________________
       Date adopted____________________
   □ f. Federation Voting to National Headquarters: Federation __________________________
       Date adopted____________________
   □ g. The NEB - Date of meeting when adopted __________________________
   □ h. Special Committee designated by the NEB: Committee __________________________

Please use a Word Document if additional space is needed.
Current form past salutation and 1st paragraph would be unchanged. New sentence 2: “Please take this opportunity to renew your NARFE and chapter membership.

☐ 1 year NARFE and Chapter dues chapter XXXX at $XX.00
☐ 2 years NARFE and Chapter dues chapter XXXX at $XX.00
☐ 3. years NARFE and Chapter dues chapter XXXX at $XX.00

Grassroots legislative action is the future of our organization working through the chapters, and federations with the National Organization.

Your chapter and federation have service officers to provide NARFE members and their families and survivors with assistance contacting OPM concerning annuities, survivor benefits, life insurance, and health insurance, Medicare, Social Security and Veterans Benefits.

If you only wish to participate as a national only member dues are $40 for one year, $72 for two years, and $102 for three years.

Balance of current letter follows this new language above..

Below NARFE MEMBERSHIP RENEWAL line dues boxes section would be deleted and the address to send checks to membership records would be printed on the left box in much larger print so our members could more easily read it. Payment information on the right box would remain. These boxes would take up less space to make room for more text above.
# Proposal to Amend Bylaws

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<tr>
<td>18-29</td>
<td>Chapter Membership Category Names and Notifications</td>
<td>I</td>
<td>2.A.</td>
<td>NEB</td>
</tr>
</tbody>
</table>

### Current Language:

A. Voting Members. This class consists of members of the Association in the following categories who shall have all privileges of membership including the rights to vote and to hold office (all members have one vote):

1. Chapter Members: Members who shall pay both national and chapter dues of record.
2. National Members: Members who shall pay national dues.
3. Each of the above categories may include the following:
   a. Annual or Multi-Year Renewing Members: Members who pay dues annually or on a multi-year basis.
   b. Dues Withholding Members: Members who pay dues through Dues Withholding.
   c. Life Members: Members who have paid present and future national dues in a lump sum.
   d. Honorary Members: Members who were recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership, and who shall not pay national dues. They also may be exempt from chapter dues if authorized by the chapter’s bylaws. No additional members may be so designated.
   e. Distinguished Members: Members who have been recognized since October 2008 for having reached at least 20 years of NARFE membership, and who shall pay national dues. They may or may not

### Proposed Changes:

A. Voting Members. This class consists of members of the Association in the following categories who shall have all privileges of membership including the rights to vote and to hold office (all members have one vote):

1. Chapter-affiliated NARFE Members: Members who shall pay both national and chapter dues of record.
2. National Non-chapter NARFE Members: Members who shall pay only national dues.
3. Each of the above categories may include the following:
   a. Annual or Multi-Year Renewing Members: Members who pay dues annually or on a multi-year basis.
   b. Dues Withholding Members: Members who pay dues through Dues Withholding.
   c. Life Members: Members who have paid present and future national dues in a lump sum.
   d. Honorary Members: Members who were recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership, and who shall not pay national dues. They also may be exempt from chapter dues if authorized by the chapter’s bylaws. No additional members may be so designated.
   e. Distinguished Members: Members who have been recognized since October 2008 for having reached at least 20 years of NARFE membership, and who shall

### If Adopted:

A. Voting Members. This class consists of members of the Association in the following categories who shall have all privileges of membership including the rights to vote and to hold office (all members have one vote):

1. Chapter-affiliated NARFE Members: Members who shall pay both national and chapter dues of record.
2. Non-chapter NARFE Members: Members who shall pay only national dues.
3. Each of the above categories may include the following:
   a. Annual or Multi-Year Renewing Members: Members who pay dues annually or on a multi-year basis.
   b. Dues Withholding Members: Members who pay dues through Dues Withholding.
   c. Life Members: Members who have paid present and future national dues in a lump sum.
   d. Honorary Members: Members who were recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership, and who shall not pay national dues. They also may be exempt from chapter dues if authorized by the chapter’s bylaws. No additional members may be so designated.
   e. Distinguished Members: Members who have been recognized since October 2008 for having reached at least 20 years of NARFE membership, and who shall
Proposal to Amend Bylaws

be exempt from chapter dues of record, dependent upon the chapter's bylaws.

B. Non-Voting Members. None; all members of the Association are voting members.

Section 3. Dues
A. National dues shall be forty ($40) for one year, seventy-two dollars ($72) for two years, and one hundred two dollars ($102) for three years. For dues withholding, annual dues are $34.
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE.

pay national dues. They may or may not be exempt from chapter dues of record, dependent upon the chapter's bylaws.

B. Non-Voting Members. None; all members of the Association are voting members.

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A. National dues shall be forty ($40) for one year, seventy-two dollars ($72) for two years, and one hundred two dollars ($102) for three years. For dues withholding, annual dues are $34.
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Rationale:

National Membership has been interpreted on some occasions to mean "National Division" membership, in the sense that the National Division came to be defined following the 2016 National Convention, as a consequence of passage of the "Optional Chapter Membership" amendment. The word "Division" does not, however, appear anywhere in the NARFE Bylaws so its common usage makes "National Member" somewhat ambiguous. Its misinterpretation is most troublesome in reference to Article IV, Section 5.D., where it has been taken to require that one cannot be a chapter member until after first having become a national division member.

Bylaws Committee Recommendation:

This change is unnecessary because the language is clearly defined and its intent is clear for the terms "chapter member" and "national member." They need no further distinction. It should be further noted that "national division" is not and has never been an official membership division, so the rationale is irrelevant. In addition, the application form is clear that members can join a chapter at the same time as they join NARFE. There is no need to wait for any option. The proposed change to Section 3B actually would cause a lack of revenue for the chapter. If the membership application is the problem, a simple administrative change by NARFE HQ can be made.

The bylaws committee recommends rejection.

Estimated Cost:
1. Title: Membership Category Names and New Member Options  
Date: 12/15/2017

2. Bylaws Article and Section affected (or Standing Rule number): Article I, Section 2, Paragraph A. Voting members, and Article I, Section 3. Dues, Paragraph B._

3. State the specific change proposed: Change the descriptive names of the membership categories to remove any doubt that Chapter Members are indeed also members of the National Association, to eliminate any confusion as to the status of Chapter Members, and to assure that any new member that chooses to join a chapter will have that choice accommodated by processing that new member’s initial payment as a new-member fee in accordance with Article I, Section 3.B.

4. Provide a comparison of what is in the Bylaws (or Standing Rules) now, with the adjustments proposed, and how it will look if adopted:

4a. Current Bylaws (or Standing Rule):
Article I, Section 2. A. Voting Members.
   1. Chapter Members: Members who shall pay both national and chapter dues of record.
   2. National Members: Members who shall pay national dues.

Article I, Section 3.
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE.

4b. If Adopted:
Article I, Section 2. A. Voting Members.
   1. Chapter-affiliated NARFE Members: Members who shall pay both national and chapter dues of record.
   2. Non Chapter NARFE Members: Members who pay only national dues.

Article I, Section 3.
B. The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE or at the time they first receive notification that they have the option to join a chapter.

5. Reason the change should be adopted (Limit to no more than three paragraphs): National Membership has been interpreted on some occasions to mean “National Division” membership, in the sense that the National Division came to be defined following the 2016 National Convention, as a consequence of passage of the “Optional Chapter Membership” amendment. The word “Division” does not, however, appear anywhere in the National Bylaws so its common usage makes “National Member” somewhat ambiguous. Its misinterpretation is most troublesome in reference to Article IV, Section 5.D., where it has been taken to require that one cannot be a Chapter Member until after first having become a National Division Member.

6. Estimated cost: $

7. Method of proposal:
   ✔ a. Member direct to National Headquarters
   ☐ b. Chapter# __________, direct to National Headquarters
   ☐ c. Chapter via a Federation: Chapter# _______ ~ Federation ____________________________ Date adopted by Federation ______________
   ☐ d. Federation Executive Board direct to National Headquarters: Federation ____________________________
   ☐ e. Federation Executive Board via Federation Voting: Federation ____________________________ Date adopted ______________
   ☐ f. Federation Voting to National Headquarters: Federation ____________________________ Date adopted ______________
   ☐ g. The NEB - Date of meeting when adopted ____________________________
   ☐ h. Special Committee designated by the NEB: Committee ____________________________

Please use a Word Document if additional space is needed.
Proposal to Amend Bylaws

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>BC-01</td>
<td>NARFE Supporting Members</td>
<td></td>
<td>2.B.</td>
<td>Bylaws and Resolutions Committee</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>3.C.</td>
<td></td>
</tr>
</tbody>
</table>

**Current Language:**
Section 2. Membership Categories
B. Non-Voting Members. None; all members of the Association are voting members.

**Proposed Changes:**
Section 2. Membership Categories
B. Non-Voting Members. None; all members of the Association are voting members.
1. **Supporting Members:** Any person who supports and is willing to uphold the NARFE mission statement may be enrolled as a supporting member upon submitting an application and paying the requisite dues. Supporting members may also join a chapter upon paying chapter dues. Supporting members may not serve as an elected or appointed official of NARFE.

**If Adopted:**
Section 2. Membership Categories
B. Non-Voting Members.
1. Supporting Members: Any person who supports and is willing to uphold the NARFE mission statement may be enrolled as a supporting member upon submitting an application and paying the requisite dues. Supporting members may also join a chapter upon paying chapter dues. Supporting members may not serve as an elected or appointed official of NARFE.

**Current Language:**
Section 3. Dues
C. Dues for Life Members shall be as established by the NEB.

**Current Language:**
Section 3. Dues
C. Dues for Life and Supporting Members shall be as established by the NEB.

**If Adopted:**
Section 3. Dues
C. Dues for Life and Supporting Members shall be as established by the NEB.

**Rationale:**
The 2014 Future of NARFE Committee Report approved by the National Executive Board recommended that NARFE membership should be open to all supporting its mission (Recommendation 29 in the Report).

There are many who support NARFE’s mission who are not currently allowed to become members. Some examples include family members of NARFE members and caregivers of NARFE members needing assistance. Memberships have already been accepted by the Association from some individuals not technically eligible for NARFE membership, but who support the NARFE mission. Accepting memberships from those who support NARFE’s mission would enhance NARFE’s image with those previously unable to join the Association.

**Bylaws Committee Recommendation:**
This is a composite of two amendments received by the committee. The bylaws committee recommends adoption.

**Estimated Cost:** Minimal costs from application form redesign outweighed by positive revenues from increased membership.
Proposal to Amend Bylaws

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>BC-02</td>
<td>Regional Vice President Term Limits</td>
<td>II</td>
<td>2.C.1.</td>
<td>Bylaws and Resolutions Committee</td>
</tr>
</tbody>
</table>

**Current Language:**

**C. Term of Office**

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office.

**Proposed Changes:**

**C. Term of Office**

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office. The RVPs shall serve not more than three (3) consecutive terms, but may be re-elected to serve again after one full term has passed.

*Proviso: This amendment shall be effective for terms beginning on November 1, 2018.*

**If Adopted:**

**C. Term of Office**

1. The RVPs shall assume office on November 1, following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending when their successors are elected and assume office. The RVPs shall serve not more than three (3) consecutive terms, but may be re-elected to serve again after one full term has passed.

*Proviso: This amendment shall be effective for terms beginning on November 1, 2018.*

**Rationale:**

Regional Vice Presidents are not term limited. In the past, some RVPs have served many consecutive terms. Generally, Association members are reluctant to run for office against an RVP incumbent. Allowing more than three consecutive terms or six years prevents new ideas and fresh perspectives to come into the National Executive Board. The Board's stability and institutional knowledge can be maintained by the new NARFE Executive Director position. The proviso protects current RVP members in that those who have already served two or more terms may be elected for one more term beginning November 1, 2018 prior to taking a required one full-term hiatus.

**Bylaws Committee Recommendation:**
The bylaws committee has combined two proposals (1812 & 1817). The bylaws committee recommends adoption.
## Proposal to Amend Bylaws

<table>
<thead>
<tr>
<th>Proposal #</th>
<th>Title</th>
<th>Article</th>
<th>Section</th>
<th>Proposed by</th>
</tr>
</thead>
<tbody>
<tr>
<td>BC03</td>
<td>Vacancies in Office</td>
<td>II</td>
<td>1.D.1.</td>
<td>Bylaws and Resolutions Committee</td>
</tr>
</tbody>
</table>

### Current Language:

1. If there is a vacancy in the office of the president, the secretary/treasurer shall serve as president until the next election.

### Proposed Changes:

1. If there is a vacancy in the office of the president, the secretary/treasurer shall serve as president until the next election. **The NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill the vacancy.**

### If Adopted:

1. If there is a vacancy in the office of the president, the NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill the vacancy.

### Rationale:

With the size of the current NEB, it is well established there are qualified and experienced members of the board. The membership has spoken loud and clearly during the 2016 national convention that the position of president shall remain term limited to two terms, (4 years). In the event any member of the board has already served in the capacity of president for two terms, they shall not be eligible to be selected by the board.

### Bylaws Committee Recommendation:

This amendment is a combination of 1814 and 1822. The bylaws committee recommends adoption.

### Estimated Cost:

Minimal cost – only the cost of the NEB meeting to choose the successor.
Proposed National Committee Resolution
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 5/19/2017

1. Subject:
   NARFE Recruitment

2. Federation Action:  □ Adopted  □ Adopted as Amended  □ Rejected
   Date of Meeting: Aug 2018

3. WHEREAS:  (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)
   Offer a free electronic membership non-voting form to current Federal Employees and all retired Federal Employees who are non-members of NARFE.

4. BE IT RESOLVED:  (Proposed action membership should take.)
   This will collect the Name, address, phone, email, work name, address, phone, etc (required), SS# (vol.), etc. information whereas the member will receive an election copy(pdf) of the Narfe mag for one year. After the first year, they would be asked to join as a voting member for $1/month, 2nd year for $2/month and 3rd + for $3/month. This should give us a permanent recruitment database.

5. Estimated Annual Cost:  (Necessary for informed decisions.)
   FOR YOUR STAFF TO DETERMINE

Please use a Word Document if additional space is needed.
Proposed National Committee Resolution
Submit to resbylaws@narfe.org
Due by December 31, 2017
Please follow instructions on reverse side of this form.

1. Subject:

   Formalizing process for decisions related to PAC contributions

2. Federation Action: □ Adopted  □ Adopted as Amended  □ Rejected

   Date of Meeting: 1/26/2017

3. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)

   The process for decisions related to donations to candidates from the NARFE PAC is imprecise in its implementation and fails to give adequate consideration to the federation level.

   Under current practice there is an advertised process of candidate application for funds to be followed by federation input within two weeks and then a final decision by the NARFE PAC Board. While there is a two week deadline put on the federation response period, there is no limit on the NARFE PAC Board decision process and no requirement to notify the candidate or the federation of a decision. In this situation no decision is, in effect, a decision to not participate and it marginalizes the federation input.

4. BE IT RESOLVED: (Proposed action membership should take.)

   NARFE PAC decision process will be revised to add a two week time requirement for the NARFE PAC Board to decide and respond to applications submitted and vetted at the federation level. Minutes of meetings will be kept where decisions are made related to candidate funding. Additionally, there will be an arbitration process where there is disagreement between the federation and the NARFE PAC Board. In the arbitration process there will be a meeting of the federation president or PAC chairman and the Regional Vice President and the NARFE PAC Board to review and revote the question among the attendees.

5. Estimated Annual Cost: (Necessary for informed decisions.)

   Minimal administrative costs
NARFE PAC Issue Background

Missouri 2016 US Senate Race Blunt vs. Kander

Sen Blunt is a Republican with a 20% rating on NARFE votes in 2015-16 cycle and 25% lifetime

August 1

Linda Kurtz contacted NARFE HQ seeking support for Kander

August 2

Missouri Federation President Hagedorn contacts HQ seeking support for Kander

August 9

Kander submitted the NARFE PAC questionnaire with responses fully favorable to NARFE

NARFE PAC Consultative Process guidelines states the questionnaire is to be provided to the state NARFE PAC coordinators and that person is to respond within two weeks with a recommendation from the state.

This did not happen. There was no communication from NARFE HQ through November 1

October 14

NARFE political analysis of Missouri state election issues cited “.................especially given strong campaigns by Democratic candidates for governor and US senator”.

November 1

President Hagedorn and Missouri NARFE PAC coordinator Elbert Williams sent status requests on the NARFE PAC position on the race

November 1

Jason Freeman responds NARFE PAC declined to weigh in on the case. Message states Sen. Blunt is “accessible on some issues, including postal reform” Also cited was Blunt’s support for Alzheimer’s. The message goes on to say: “Finally, with only four days to the election, the NARFE-PAC Board felt is was better to sit out this competitive race entirely than to make a last minute contribution to someone that may lose.” This is in spite of the fact that Kander had a favorable questionnaire submitted in August.

Missouri contributed $33,969 to NARFE PAC. $6500 was returned to Missouri candidates. Missouri’s Federation Board believes the process of allocating PAC monies needs review and revised to provide for and give more weight to grass roots input.
1. **Subject:**
Revision of the NARFE MEMBERSHIP RENEWAL Form

BACKGROUND: FROM 1/1/17 TO 10/24/17 the CT Federation lost about 220 members who renewed their membership as "National Only". This represented about 20% of our Federation membership as of 1/1/17. In 2016 we 'lost' only 4 members this way all year.

2. **Submitted by:**
   E Member Name: Raymond Poet, Secretary
   OR El Chapter Number: ________________________________
   State: CT AND/OR Federation CT Federation

3. **Federation Action:** Adopted E/Adopted as Amended 0 Rejected E Sent to National Date of meeting: 9/27/17

4. **WHEREAS** the reason that the membership should take the proposed action limit to no more than three annual renewals, and that conclusion is not an accurate representation of the membership's desire. WHEREAS Chapter membership has declined significantly and dramatically since January 1, 2017, and that decline is a huge increase over last year, and WHEREAS MANY CHAPTERS BELIEVE one major reason for this is that National NARFE's redesigned Membership Renewal Form is a major contributor to this decline as it tends to guide members to renew as "National Only" members, AND WHEREAS CHAPTERS ARE POWERLESS to combat this trend on their own, and if this continues chapters face ongoing large future drops in chapter membership, AND WHEREAS SUCH A TREND WOULD CAUSE IRREPARABLE HARM to ongoing chapter operations and would also cause a drying up of the flow of future new leaders, thus hampering NARFE's plans for future succession management and long term organizational development,

5. **BE IT RESOLVED:** (Proposed action membership should take.)

NOW THEREFORE BE IT RESOLVED that the Membership Application Form be redesigned to address this issue. A sample of the redesigned section of the application form is attached.

4. **Estimated Annual Cost:** (Necessary for informed decisions.)
   None after initial printing

Please use a Word Document if additional space is needed.
ATTACHMENT TO NARFE RESOLUTION PROPOSING REVISION OF THE.........

NARFE MEMBERSHIP RENEWAL FORM

0 Please renew my NARFE membership as indicated below

<table>
<thead>
<tr>
<th>Step 1- Choose your term</th>
<th>Step 2- Choose your membership option</th>
<th>And chapter #________</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 1 year</td>
<td>0 NARFE-National</td>
<td>0 $_________ 0 $40</td>
</tr>
<tr>
<td>0 2 years</td>
<td>0 NARFE National only</td>
<td>0 $_________ 0 $72</td>
</tr>
<tr>
<td>0 3 years</td>
<td>0 NARFE National only</td>
<td>0 $_________ 0 $102</td>
</tr>
</tbody>
</table>

Submitted by CONECTICUT FEDERATION

Raymond Poet, Secretary 10/31/17
1. Subject: 
Revision of the NARFE APPLICATION Form

2. Submitted by: 

☐ Member Name: Raymond Poet, Secretary __________________________

OR ☐ Chapter Number: __________________________

State: _______________ AND/OR Federation CT Federation __________________________

3. Federation Action: ☐ Adopted ☐ Adopted as Amended ☐ Rejected ☐ Sent to National

Date of meeting: 9/27/17 __________________________

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)

WHEREAS Chapter membership has declined significantly and dramatically since January 1, 2017 and that decline is a HUGE increase over last year,

AND WHEREAS MANY CHAPTERS BELIEVE that one major reason for this is that National NARFE’s redesigned Membership Application Form is a major contributor causing this decline as it tends to guide members to join as “National Only”,

AND WHEREAS CHAPTERS ARE POWERLESS to combat this trend on their own and if this continues chapters face ongoing future drops in chapter membership, and

AND WHEREAS SUCH A TREND WOULD CAUSE IRREPERABLE HARM to ongoing chapter operations, and would also cause a drying up of the flow of future new leaders, thus hampering NARFE’s plans for future succession management and long term organizational development,

5. BE IT RESOLVED: (Proposed action membership should take.)

NOW THEREFORE LET IT BE RESOLVED that the Membership Application Form be redesigned to address this issue. A sample of the proposed redesigned section of the Application Form is attached.

6. Estimated Annual Cost: (Necessary for informed decisions.)

None after initial printing
ATTACHMENT TO NARFE RESOLUTION PROPOSING REVISION OF THE
NARFE MEMBERSHIP APPLICATION FORM

NARFE MEMBERSHIP APPLICATION

0 Yes, I want to join NARFE for the
   low annual national dues of $40
0 Yes, in addition I also want to join fellow
   members in my local chapter# ________
   for the low annual rate of $ ________

<table>
<thead>
<tr>
<th>TOTAL DUES</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 40 National annual dues x</td>
</tr>
<tr>
<td>Per person</td>
</tr>
<tr>
<td>National Dues</td>
</tr>
<tr>
<td>+$ _____ Local chapter dues x</td>
</tr>
<tr>
<td>Per person</td>
</tr>
<tr>
<td>Local dues</td>
</tr>
<tr>
<td>__________</td>
</tr>
</tbody>
</table>

Submitted by CONNECTICUT FEDERATION

Raymond Poet, Secretary 10/31/17
Proposed National Committee Resolution
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 11/15/2017

1. Subject:
Revision to Membership Application Forms

2. Submitted by:
☐ Member Name: Jeannie Sprenger, Membership Chairperson, Long Beach Chapter 0021
OR ☐ Chapter Number: __________________________
State: __________________________ AND/OR Federation __________________________

3. Federation Action: ☐ Adopted ☐ Adopted as Amended ☐ Rejected ☐ Sent to National
   Date of meeting: __________________________

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)
   ARTICLE I, Section 3.B. of the National Bylaws adopted at the 2016 National Convention states "The National Executive Board (NEB) shall establish a one-time new-member fee. This fee includes national dues and a first-year chapter fee in lieu of chapter dues for new members who opt to join a chapter at the same time they join NARFE," and RULE I, Section 2.C. states "For new members, 10% of the new-member fee will be returned to the federations; there will be no distribution to the chapters. EXCEPTION: For those new members who join a chapter at the same time they join NARFE, one-third (1/3) of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues...."
   Continued on attached sheet.

5. BE IT RESOLVED: (Proposed action membership should take.)
   That, in the interest of transparency to a prospective member and fairness to Chapters, the one-page NARFE Membership Application (0817) be revised to replace the current reference to joining a chapter with the following two statements under "YES, I want to join NARFE for the low annual dues of $40:
   "The $40.00 annual dues includes a first-year chapter fee in lieu of chapter dues whether or not the member joins a chapter, and
   "I wish to join Chapter No. _____ on my initial application."
   BE IT FURTHER RESOLVED: That the Brochure Application (F-135 Rev 7-17) be revised to include the above statements in the appropriate area on the form.

6. Estimated Annual Cost: (Necessary for informed decisions.)
   Unknown

Please use a Word Document if additional space is needed.
Continuation of Proposed National Committee Convention Resolution

Subject: Revision to Membership Application Forms

4. WHEREAS: Nowhere on the latest revision of the Membership Application (0817) is it made clear that the $40.00 annual dues to join NARFE includes a first year chapter fee, whether or not the member joins a chapter, nor does the new Membership Application list the many advantages of joining a chapter along with a statement that attendance at chapter meetings is optional; and

WHEREAS: In a poorly-placed area on the latest revision of the Membership Application (0817) the following statement appears: “Looking to meet others in the federal community and participate in NARFE at a local level? Call 800-617-3394 to learn about a NARFE chapter in your area. Or, if known, add Chapter # to join now______.”
1. **Subject:**
   
   Revise or eliminate the title, "National Division".

2. **Submitted by:**
   
   [ ] Member Name: ____________________________________________
   
   OR [ ] Chapter Number: ________________________________
   
   State: ______________________ AND/OR Federation California

3. **Federation Action:** [ ] Adopted   [ ] Adopted as Amended   [ ] Rejected   [ ] Sent to National
   
   Date of meeting: __November 10, 2017

4. **WHEREAS:** (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)

   The category "National Division" was created at the 2016 National Convention. The word "Division" implies a higher ranking of membership than the Chapter membership.
   
   The National Division is composed of: the previous electronic or eChapter members; AFEs who are not chapter members; life members who do not pay chapter dues; dues withholding members who do not pay chapter dues; and National Only members (not to be confused with National Division members). It should be noted that prior to 1986 our Association was composed of Chapter members and National Only members who were sometimes referred to as LSA members.
   
   See attached sheet.

5. **BE IT RESOLVED:** *(Proposed action membership should take.)*
   
   That two new categories be established; Chapter Division and Non-Chapter Division.

6. **Estimated Annual Cost:** *(Necessary for informed decisions.)*
   
   None

---

*Please use a Word Document if additional space is needed.*
PROPOSED NATIONAL COMMITTEE RESOLUTION

Subject: Revise or eliminate the title, “National Division”

4. WHEREAS: Continued

So basically, all the National Division members are “non-chapter” members. Therefore, our Association has two categories; chapter members and non-chapter members. Eliminating the National Division title will reduce the confusion of what National means. We are a National Active and Retired Federal Employee Association; we have a National Office in Alexandria, VA; we pay National dues; we have National Bylaws; we had a biennial National Convention, now National Conference; and we have National Officers. None of these categories have any correlation to the current National Division.
1. **Subject:**

   Revise Membership Renewal Letter

2. **Submitted by:**

   [ ] Member Name: ________________________________

   OR [ ] Chapter Number: ____________________________

   State: ___________________ AND/OR Federation California

3. **Federation Action:** [ ] Adopted  [ ] Adopted as Amended  [ ] Rejected  [ ] Sent to National

   Date of meeting: __November 10, 2017__

4. **WHEREAS:** *(Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)*

   The Renewal Letter (RL) is confusing to our members, particularly our older members, when they renew their annual membership. They tend to mark the first box that states NARFE Dues for $40, not realizing that they marked the box that transfers them into the National Division (ND). Many, if not most, when contacted and asked why they transferred into the ND, they answer that they did not intend to transfer, that they thought they were renewing their chapter membership. HQ has been requested to change the RL and rearrange the check-off boxes so that the Chapter renew box is first and the ND check-off box is second.

   See attached sheet.

5. **BE IT RESOLVED:** *(Proposed action membership should take.)*

   That the Membership Renewal Letter be modified so that the printed box for Chapter renewal is first. If this modification may confuse the National Division member, then it is recommended that separate Renewal Letters be prepared for each.

6. **Estimated Annual Cost:** *(Necessary for informed decisions.)*

   $100.
PROPOSED NATIONAL COMMITTEE RESOLUTION

Subject: Revise Membership Renewal Letter

4. WHEREAS: Continued

HQs is reluctant to change because they feel that by making the chapter first would violate the National Bylaws approved by the membership at the 2016 National Convention which states, “National membership is a prerequisite to chapter membership.” Therefore, the National membership must be listed first.

It is considered that this statement does not apply to the RL since the member is already a chapter member who is attempting to renew their current membership. Furthermore, the term “National” in this case really means, “Association”, not National Division.
F-3A (06/17)

National Active and Retired Federal Employees Association
606 North Washington Street
Alexandria, Va 22314-1914
(703) 838-7760 • FAX (703) 838-7783

Date December 12, 2017

1. Subject: Proposed Resolution to establish a new employee paid benefit: Federal Long-Term Care Savings Program

2. Submitted by: Scott Halstead, snhalstead@gmail.com 651/486-9861 White Bear, Minnesota Chapter 1232 State: Minnesota Federation

3. Federation Action: __Adopted __Adopted as Amended _X_Rejected __Sent to National

Date of meeting: Federation Board members were provided the resolution and they recommended rejection – No reason provided

WHERE AS: Establish a new Independent Agency of the United States Government or amend the Independent Agency that manages the Thrift Savings Plan to manage the Federal Long-Term Care Savings Program (FLTCSP) as another method to finance Long-Term Care for federal employees, retirees, spouses, survivor’s and include military employees and retirees as an option. Amend the Long-Term Care Security Act, which, is codified in Title 5, Part III, Subpart G, and Chapter 90, of the U.S. Code to add a Federal Long-Term Care Savings Program as another method to finance Long-Term Care. Establish a separate Division of the Federal Retirement Thrift Investment Board to be responsible for policies and regulations for, and review of the investment and management of the (FLTCSP) Funds and administration and payment of long term care service. Make other organizational changes to establish policies, manage investments and administer provisions of the Long-Term Care Savings Funds. Directs the Board to establish (FLTCSP) Funds Council that is representative of civil servants, retirees, employees, unions and employee associations to advise the Board on matters relating to investment policies and administration of the FLTCSP.

Federal Long-Term Care Savings Program: Invest in Life Cycle Date Funds (same as TSP funds for the appropriate age of the individual). Life Cycle Date Funds generally increase in value faster than long-term care costs. There needs to be investment flexibility (direct employee or retiree contributions or rollovers from Thrift Savings Investments and IRA’s in financing long-term care and retirement. Change the fairness of the tax incentives for financing Long-term care. The current tax deductibility discourages individuals from purchasing long term care insurance and would be worse for long-term savings, which depend upon compounding. Establish a lifetime tax-free savings of up to ($125,000.00), with annual cost of living adjustments tied to Nursing home cost inflation. Maximum annual tax-free rollovers of $25,000.00 from defined contribution accounts (TSP, IRA’s and required minimum distributions). Maximum annual tax-free savings of $10,000.00. Establish a
reserve account from everyone’s long-term care savings to ensure that there is adequate financial resources to pay long term care services in the event of a recession, depression or other incidence negatively impacting financial markets. The government estimates that 70% of seniors will need some form of long-term care assistance before they die. This is self-insurance. There isn’t any screening or denial for pre-existing conditions. There isn’t any waiting period for long-term care. A recent study concluded that nursing-home stays are shorter than previously believed: 10 months for the typical single man and 16 months for a woman. Studies vary greatly on the risk of needing long-term care and the period needed. An individual is eligible for Long Term Care Services when a licensed health care practitioner certifies that: The individual is unable to perform at least two of six activities of daily living (ADLs) without substantial assistance for a period expected to last at least 90 days; or requires substantial supervision to protect themselves due to a severe cognitive impairment, such as Alzheimer’s disease. Include the FLTCSP in the Long-Term Care Partnership Program so every dollar of long-term care savings provides allows the individual to keep a dollar in assets that normally would have to be spent down to qualify for Medicaid. For example, a single individual would normally be allowed only $2,000 in assets in order to qualify for Medicaid coverage of long-term care. But if they have $150,000.00 in long-term care savings, they would be allowed to retain $152,000 in assets and still qualify for Medicaid. Allowable Long-Term Care Services shall be the same as Medicaid. Upon death of the individual, the account balance may be transferred to the spouse. The spouse may make tax-free additions to the account up to the current lifetime amount. Allowable Long-Term Care Services shall be the same as Medicaid. I suggest that upon death of the participants, six per cent of the balance will be sent to a Federal Employee/Retiree/Survivor Medicaid account. States that include the FLTCSP in their partnership programs shall be sent four per cent. The Internal Revenue Service shall be sent five per cent. Participant’s estate shall receive the non-taxable balance.

5. BE IT RESOLVED: Membership should pass the resolution and it should become a legislative priority for the next session of Congress because the Federal Long-Term Care Savings Program will be superior to the Federal Long-Term Care Insurance Program financing long-term care.

6. Estimated Annual Cost: 12 hours per month X $125.00 by the Legislative Department and 4 hours per month X $90.00 by the NARFE President. Estimated 2 years to succeed. $44,640.00 at Headquarters. NARFE costs should be similar in cost for establishing the Long Term Care Insurance Program in lobbying by headquarters, partnership development and program development. 2017F3V4 LTCSP Proposed Resolution
Attachment #1  Supplementary Information to: Proposed Resolution to establishes a new employee paid benefit: Federal Long-Term Care Savings Program (FLTCSP)

The Federal Long-Term Care Insurance Program (FLTCIP) has been a disaster! In 2015, the OPM selected contractor (John Hancock, sole provider) increased the premiums an average of 83 percent, for the 274,000 + enrollee’s in FLTCIP. If a plan-holder exhausts their coverage, they will have to spend down their assets before they qualify for Medicaid. Long-Term Care Insurance Business is in trouble: In 2002, 754,000 people bought private long-term care insurance. In 2016, 89,000 people bought private long-term care insurance. Since 2002, sellers of policies declined from 102 to 15. Roughly 7 million people currently own traditional policies. That has not changed in a decade even as the population of those 55 and older has grown by 30 million. The companies are dependent upon policy lapse rates. If a long term care insurance policyholder never utilizes or utilize a small amount of long-term care services, they paid a lot of $, received little or no benefit and their spouse had less financial resources.

Essential features:
- OPM should be the facilitator as they are with the Thrift Savings Plan and Federal Long-Term Care Insurance Plan.
- Agencies/Finance Centers/OPM transfer the employee, retiree, survivor portion of the withholding $ to the new Government Corporation or new Independent Agency of the United States Government or amended the Independent Agency of the United States Government that administers the (FLTCSP) Funds.
- Participants shall have access to knowledgeable program consultants in setting up all facets of long-term care. The program consultants take pride in providing the highest level of quality service and adhere to the strictest service levels set forth by Medicaid and the State the participant resides to help every step of the way.
- Their needs to be a system of well qualified care coordinators and care managers in each state to work with individual needing long-term care service and their family members.
- A claim processing system needs to be established for long-term care services in the as currently performed by the Insurance companies for processing of (FLTCIP) claims.
- The administrative costs should be similar to the Thrift Savings during the savings accumulation phase and higher for processing payments for care services.

Future Objectives:
- Improve the transition from health care to long-term care. The FEHBP managed by the Office of Personnel Management (OPM) should work with their Health Care Providers to utilize geriatricians to ensure that medical providers have the best interests of the patient in providing the necessary medical care that benefits older adults.
- Tax benefits are unfair: Some businesses provide employees the benefit of long term care insurance to their employees and write off the expense. The wealthy enjoy a large income tax benefit, while everyone else receives minimal tax benefits and are paying for tax breaks for employees receiving tax-free benefits!
- Premiums for "qualified" long-term care insurance policies (see below) are tax deductible to the extent that they, along with other unreimbursed medical expenses exceed 10 percent of the insured's adjusted gross income. Many individuals don't receive any tax benefits because their medical expenses are less than 10 per cent.

2017 NARFE V4 Proposed Resolution to establish a LTCSP new benefit
Proposed National Committee Resolution
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 12-13-2017

1. Subject:
The NARFE Foundation

2. Submitted by:
   - Member Name: Gary N Igro
   - OR Chapter Number: ____________________________
   - State: Texas AND/OR Federation ______________________

3. Federation Action: □ Adopted  □ Adopted as Amended  □ Rejected  □ Sent to National
   - Date of meeting: not applicable

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)
   SEE ATTACHMENT

5. BE IT RESOLVED: (Proposed action membership should take.)
   SEE ATTACHMENT

6. Estimated Annual Cost: (Necessary for informed decisions.)
   SEE ATTACHMENT

Please use a Word Document if additional space is needed.
Subject:
The NARFE Foundation

WHEREAS:
NARFE is classified by the IRS as a 501(c)5 and donations are not tax-exempt, seriously limiting NARFE’s potential sources of income. A 501(c)3 can accept contributions and donations that are tax-deductible to the donor. NARFE needs to find additional sources of funds and ways to get its message to the public.

NARFE recently created the Federal Benefits Institute to provide more information to the public, provide NARFE with additional income, and attract new members. The Federal Benefits Institute, the narfe magazine, and the NARFE website could be used as the foundation for the creation of a self-supporting expanded informational and educational entity through a 501(c)(3) Foundation. Such an organization fits under NARFE’s current mission statement.

The Foundation could sell goods and services to people that are not currently eligible to be NARFE members. A 501(c)3 can apply for grants and other public or private allocations available only to IRS-recognized, 501(c)3 organizations.

BE IT RESOLVED:
The NEB should take such action as may be needed to promptly create a self-supported 501(c)3 tax-exempt foundation.

Estimated Annual Costs:
Should be self-sufficient
1. Subject:
   Refocus the NEB

2. Submitted by:
   □ Member Name:  Gary Nigro
   OR □ Chapter Number: ______________________________
   State: Texas AND/OR Federation ______________________________

3. Federation Action:  □ Adopted  □ Adopted as Amended  □ Rejected  □ Sent to National
   Date of meeting: not applicable

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)
   SEE ATTACHMENT

5. BE IT RESOLVED: (Proposed action membership should take.)
   SEE ATTACHMENT

6. Estimated Annual Cost: ( Necessary for informed decisions.)
   SEE ATTACHMENT
Subject:
Refocus the NEB

WHEREAS:
Very little of what NARFE does is regional, yet it uses a regional organizational concept that has long outlived its mission. Most of the time and budget of Regional Vice Presidents are spent traveling to meetings in their region, and to meetings of the NEB in NARFE Headquarters. The duties of the NEB and their annual budgets of nearly $500,000 per year should be repurposed into a more effective Board of Directors.

BE IT RESOLVED:
The duties of the NEB should be refocused along the following suggested lines:

Establishing broad policies, objectives and goals. Assigning priorities and ensuring NARFE has the capacity to deliver products/services/programs by continually reviewing its work.

Selecting and evaluating senior management’s performance regularly on the basis of specific job descriptions with short and long-term goals, including but not limited to: relations with the board, leadership in the organization, product/service/program planning and implementation, management of the organization and its personnel, and determining whether to retain or dismiss the employee.

Assuring sufficient resources are available for NARFE’s operations.

Establishing minimum standards and guidelines for the hiring of staff.

Implementing proper internal controls across all levels of the organization.

Accounting for the products and services of the organization and expenditures of its funds at all levels.

Formulating policies related to contracts.

Enhancing and expanding NARFE’s image and importance. Internal and external communications including the use of modern communications tools and techniques.

Legislative advocacy at the national/state/local level.

Fundraising from outside sources.

Retaining and increasing membership.

Coordination of activities by diverse groups like the Federal/Postal Coalition.

Knowledge of federal and/or state employment and retirement programs and policies that impact federal employees and retirees.

Contacts with prospective partners, sponsors and advertisers, national and state politicians.

Estimated Annual Costs:
Less than what NARFE is currently spending, maybe by half.
1. **Subject:** NARFE is not alone! Federal employees, retirees and annuitants need a stronger unified voice in their fight to improve and protect their earned benefits.

2. **Submitted by:**

**Proposed National Committee Resolution** Submit to resbylaws@narfe.org 
Due by December 15, 2017

**Please follow instructions on reverse side of this form. Date: 12/13/17.**
Member Name: _______Sam Girson________________________________________
OR Chapter Number: ______-__________________________________________
State: ___MD___________ AND/OR Federation ___MDFED____

3. **Federation Action:** Adop*ted* as Amended Rejected Sent to National 
Date of meeting: _______N/A________________________________

4. **WHEREAS:** *(Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)*

THERE IS STRENGTH IN NUMBERS! NARFE is a relatively small advocacy/lobbying entity. Its legislative efforts cannot compete with larger organizations and big donors.

The compensation and benefits it seeks to protect are “low hanging fruit” and are easy pickings by the Administration and the Congress, in order to cut costs. As a result our overall compensation/benefit package continues to erode. The future does not bode well!

NARFE needs much more help to make sure its message is heard, to create greater legislative influence. Years ago, NARFE established the National Federal/Postal Coalition. This is a group of Associations, Unions, etc., brought together to speak as a unified voice on behalf of employees, retirees and survivors. The continued unabated attacks against us point to the need for a much greater response, than we have individually been able to mount. We must strengthen our position to increase our resources (e.g., numbers, funding) to more effectively combat these attacks. The National Federal Postal Coalition can be the starting point and foundation for this new organization.
5. **Be It Resolved:** A widely expanded in depth, formally recognized entity needs to be established nationwide. Using the Federal-Postal Coalition as a starting point, NARFE take the appropriate steps to establish an officially recognized, formalized "amalgamation" partnership with other advocacy and/or lobbying organizations that are generally compatible with, or would augment directly or indirectly support, the accomplishment of NARFE's mission and the goals of the federal/postal community, and others as mutually determined. To then coordinate, in depth, the groups combined resources to enhance advocacy/lobbying efforts, speaking with one unified voice nationwide -- nationally, by state, by congressional district, and/or locally, as determined.

This “amalgamation” partnership, should also be open to groups outside the federal/postal domain. Partnering with other allies who may have other interests, but that may be directly/indirectly compatible and supportable, albeit in other advocacy/lobbying activities (e.g., Social Security, Medicare, Medicaid, etc.). I cite these example programs, because a number of our members and their families have these concerns and are impacted.

6. **Estimated Annual Cost:** To be determined.
Subject: NARFE Cannot Do It Alone!

Whereas:

THERE IS STRENGTH IN NUMBERS! NARFE is a relatively small advocacy/lobbying entity. Its legislative efforts cannot compete with larger organizations and big donors. The compensation and benefits it seeks to protect are “low hanging fruit” and are easy pickings by the Administration and the Congress, in order to cut costs. As a result our overall compensation/benefit package continues to erode. The future does not bode well! NARFE needs much more help to make sure its message is heard, to create greater legislative influence. Years ago, NARFE set up the National Federal/Postal Coalition. This is a group of Associations, Unions, etc., brought together to speak as a unified voice on behalf of employees, retirees and survivors. The unabated attacks against us point to the need for a much greater response. We must strengthen our position to increase our resources (eg, numbers, funding) to more effectively combat these attacks. A greatly expanded, formally recognized entity needs to be established nationwide. The National Federal Postal Coalition can be the swtarting point and foundation for this new organization.

BE IT RESOLVED:

THAT, using the Federal-Postal Coalition as the foundation, NARFE TAKE THE APPROPRIATE STEPS TO ESTABLISH AN OFFICIALLY RECOGNIZED, FORMALIZED "AMALGAMATION" PARTNERSHIP WITH OTHER ADVOCACY AND/OR LOBBYING ORGANIZATIONS THAT ARE GENERALLY COMPATIBLE WITH, OR WOULD AUGMENT DIRECTLY, OR INDIRECTLY SUPPORT, THE
ACCOMPLISHMENT OF NARFE’S MISSION AND THE GOALS OF THE FEDERAL/POSTAL COMMUNITY, AND OTHERS AS MUTUALLY DETERMINED. TO THEN CORRDIATE GROUP COMBINED RESOURCES TO ENHANCE ADVOCACY/LOBBYING EFFORTS, SPEAKING WITH ONE UNIFIED VOICE NATIONWIDE -- NATIONALLY, BY STATE, BY CONGRESSIONAL DISTRICT, AND/OR LOCALLY, AS DETERMINED.

THIS “AMALGAMATION” PARTNERSHIP, SHOULD ALSO BE OPEN TO GROUPS OUTSIDE THE FEDERAL/POSTAL DOMAIN. PARTNERSHIP ALLIES WHO MAY HAVE OTHER INTERESTS, BUT THAT MAY BE DIRECTLY/INDIRECTLY COMPATIBLE AND SUPPORTABLE IN OTHER ADVOCACY/LOBBYING ACTIVITIES (EG, SOCIAL SECURITY, MEDICARE, MEDICAID, ETC).
Proposed National Committee Resolution
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: __________

1. Subject:
   Eliminating the residency requirements for the National President and the National Secretary-Treasurer, with a commensurate reduction in salary.

2. Submitted by:
   ☐ Member Name: Gary Nigro
   OR ☐ Chapter Number: _____________________________
   State: Texas AND/OR Federation _____________________________

3. Federation Action: ☐ Adopted ☐ Adopted as Amended ☐ Rejected ☐ Sent to National
   Date of meeting: _____________________________
   not applicable

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)
   SEE ATTACHMENT

5. BE IT RESOLVED: (Proposed action membership should take.)
   SEE ATTACHMENT

6. Estimated Annual Cost: (Necessary for informed decisions.)
   SEE ATTACHMENT

Please use a Word Document if additional space is needed.
Subject:
Eliminating the residency requirements for the National President and the National Secretary-Treasurer, with a commensurate reduction in salary.

WHEREAS:
In 2014, the Future of NARFE Committee (FONC) recommended the hiring of a professional Executive Director (ED) to administer NARFE operations, and the subsequent removal of the residency requirement for the National President and National Secretary-Treasurer. Its justification for this recommendation has not changed, and its recommendations are the foundation of changes being made by NARFE to keep open and advocating.

NARFE has hired an Executive Director (ED) who now handles daily operations, functions former handled by National Resident Officers (NROs). HQ staff now report to the ED, not the National President or National Secretary-Treasurer. The ED reports to the NEB, not the NP. Taking advantage of this new organizational structure in Headquarters, the NEB recently authorized the NST to "tele-commute".

Eliminating the residency requirement should lead to an estimated 50% reduction in salary for each officer, saving about $100 K a year. Further savings will be realized in the future since NARFE has been paying for the move to and from the area the beginning and end of an officer's term. The ED could notify the NP and NST when they are needed at HQ and they could come in for the period they are needed, and for NEB meetings that are not handled electronically. Since NARFE is already paying for telephone and internet service for the NEB (including the NRO's) there would be no additional cost for them to tele-commute. The Director of Budget and Finance tele-communicated for almost a year while she was in Europe with no loss or reduction of services (this was before we had all the present day technology). The Immediate Past Secretary also worked from home at the end of her term. Most other similar sized non-profit organizations with an ED do not have resident officers.

The existence of the residency requirement has prevented well-qualified members from offering their service as NP and NST.

The Legislative Director has often been and can continue to be the Face of NARFE on the hill.

BE IT RESOLVED:
Effective on or before November 1, 2018, the positions of National President and National Secretary-Treasurer are to be made non-resident at a commensurate reduced salary.

Estimated Annual Cost:
Savings of over $100,000 per year
Proposed National Committee Resolution
Submit to resbylaws@narfe.org
Due by December 15, 2017

Please follow instructions on reverse side of this form.

Date: 12/14/2017

1. Subject:
   Uniform term limits for all national officers

2. Submitted by:
   □ Member Name: Gary Nigro
   OR □ Chapter Number: ________________________________
   State: Texas AND/OR Federation ____________________________

3. Federation Action: □ Adopted  □ Adopted as Amended  □ Rejected  □ Sent to National
   Date of meeting: not applicable

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)
   SEE ATTACHED

5. BE IT RESOLVED: (Proposed action membership should take.)
   SEE ATTACHED

6. Estimated Annual Cost: (Necessary for informed decisions.)
   NONE

Please use a Word Document if additional space is needed.
Subject:
Uniform term limit for all national officers

WHEREAS:
No matter how good an officer may have been, or he/she thinks she has been, there comes a point where fresh ideas are needed. New members should be elected to National officer positions on a regular basis to provide new energy, new ideas, and new insights.

NARFE currently limits the term of its most important position, National President (NP), to 2 consecutive two-year terms. Attempts over the years to eliminate or extend that limit have not succeeded. However, there is nothing stopping an NP from being elected to unlimited additional non-consecutive terms.

The National Secretary-Treasurer is not term limited, though now that NARFE has hired an Executive director to run daily operations, that position carries with it less of the daily operations and many of the same responsibilities of the NP, making it reasonable to now term limit that position.

The Regional Vice Presidents are not term limited, yet they, too, are responsible for guiding NARFE.

NPs, NSTs and RVPs who run for re-election are usually unopposed. But, usually, if they decide not to run, there is competition.

Being elected to a national officer position is not the only way a member can help guide NARFE. Any members who are term limited from running for office again could be available to continue to help NARFE, possibly as a member of one of the newly created Standing Committees.

The only people opposed to term limits are generally incumbents.

BE IT RESOLVED:
That the NEB, in cooperation with NARFE’s Parliamentarian, in the next 30 days, revise the NARFE Bylaws to, effective November 1, 2018, limit the time in any particular office, for all elected national officers to no more than 6 years.

Estimated Annual Cost:
None
1. Subject:

"Reopening CSRS Retirement System or Establishing a CSRS-FERS hybrid system, with the option of making some benefits retroactive."

2. Submitted by:

☐ Member Name: Richard Spain

OR ☐ Chapter Number: ________________________________

State: _______________________ AND/OR Federation ________________________________

3. Federation Action: ☐ Adopted ☐ Adopted as Amended ☐ Rejected ☐ Sent to National

Date of meeting: ________________________________

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)

The current FERS retirement system, while offering a potentially higher rate of return than the prior CSRS system, is considerably more dependent on market forces than the latter, and unlike the latter, which provides a reasonable defined benefit, has an average monthly pension of less than $1,000, which is, obviously well below the federal poverty level guidelines. Furthermore, while CSRS provided a guaranteed lifetime income which could not be outlived, this is, unfortunately, not necessary true of FERS with its dependency on the Thrift Savings Plan (TSP), which can be and has been totally withdrawn in various instances. Additionally, while FERS participants, unlike those enrolled in CSRS, are covered by Social Security the total defined and Social Security benefit is still below the federal poverty level.

5. BE IT RESOLVED: (Proposed action membership should take.)

That the NARFE Legislative Committee lobby the United States Congress to pass legislation reopening the CSRS retirement system to new members, or establishing a CSRS-FERS hybrid retirement system for the purpose of making some of the benefits retroactive.

6. Estimated Annual Cost: (Necessary for informed decisions.)

Little or no administrative cost is involved, and existing federal funding can be utilized to implement the above-mentioned proposed resolution.
Attachment #1 Supplementary Information to: Proposed Resolution to establishes a new employee paid benefit: Federal Long-Term Care Savings Program (FLTCSP)

The Federal Long-Term Care Insurance Program (FLTCIP) has been a disaster! In 2015, the OPM selected contractor (John Hancock, sole provider) increased the premiums an average of 83 per cent, for the 274,000 + enrollee’s in FLTCIP. If a plan-holder exhausts their coverage, they will have to spend down their assets before they qualify for Medicaid.

Long-Term Care Insurance Business is in trouble: In 2002, 754,000 people bought private long-term care insurance. In 2016, 89,000 people bought private long-term care insurance. Since 2002, sellers of policies declined from 102 to 15. Roughly 7 million people currently own traditional policies. That has not changed in a decade even as the population of those 55 and older has grown by 30 million. The companies are dependent upon policy lapse rates. If a long term care insurance policyholder never utilizes or utilize a small amount of long-term care services, they paid a lot of $, received little or no benefit and their spouse had less financial resources.

Essential features:

- OPM should be the facilitator as they are with the Thrift Savings Plan and Federal Long-Term Care Insurance Plan.
- Agencies/Finance Centers/OPM transfer the employee, retiree, survivor portion of the withholding $ to the new Government Corporation or new Independent Agency of the United States Government or amended the Independent Agency of the United States Government that administers the (FLTCSP) Funds.
- Participants shall have access to knowledgeable program consultants in setting up all facets of long-term care. The program consultants take pride in providing the highest level of quality service and adhere to the strictest service levels set forth by Medicaid and the State the participant resides to help every step of the way.
- Their needs to be a system of well qualified care coordinators and care managers in each state to work with individual needing long-term care service and their family members.
- A claim processing system needs to be established for long-term care services in the as currently performed by the Insurance companies for processing of (FLTCIP) claims.
- The administrative costs should be similar to the Thrift Savings during the savings accumulation phase and higher for processing payments for care services.

Future Objectives:

- Improve the transition from health care to long-term care. The FEHBP managed by the Office of Personnel Management (OPM) should work with their Health Care Providers to utilize geriatricians to ensure that medical providers have the best interests of the patient in providing the necessary medical care that benefits older adults.
- Tax benefits are unfair: Some businesses provide employees the benefit of long term care insurance to their employees and write off the expense. The wealthy enjoy a large income tax benefit, while everyone else receives minimal tax benefits and are paying for tax breaks for employees receiving tax-free benefits!
- Premiums for "qualified" long-term care insurance policies (see below) are tax deductible to the extent that they, along with other unreimbursed medical expenses exceed 10 percent of the insured's adjusted gross income. Many individuals don’t receive any tax benefits because their medical expenses are less than 10 per cent.

2017 NARFE LTCSP w catastrophic attachment Proposed Resolution
Date December 14, 2017

1. Subject: Proposed Resolution to establish a new employee paid benefit: Version 2, Federal Long-Term Care Savings Program with catastrophic option

2. Submitted by: Scott Halstead, snhalstead@gmail.com 651/486-9861 White Bear, Minnesota Chapter 1232 State: Minnesota Federation

3. Federation Action: _Adopted _Adopted as Amended _Rejected _Sent to National

Date of meeting: Federation Board members were provided previous editions of the resolution and they recommended rejection – No reason provided. This version includes an option for catastrophic coverage and numerous other changes

WHEREAS: The objective of the Federal Long-Term Care Savings Program (FLTCSP) is to eliminate most of the problems with the Federal Long-Term Care Insurance Program; cover all individuals currently eligible to participate in the Federal Long-Term Care Insurance Program (FLTCIP), provide a better, more flexible means for limited tax-free investment in high quality financial products, that increase in value faster than the cost of long-term care, for payment of their long-term care costs. Reduce the use of Medicaid services by eligible participants; increase the number of eligible participants that have long-term care protection. There aren’t any exclusion’s or waiting period for coverage. There is protection of assets in coordination with Medicaid and State Partnership, so every dollar of long-term care savings allows the individual to keep a dollar in assets that normally would have to be spent down to qualify for Medicaid. There will be transferability of savings to family members upon the passing of the participant; the spouse may make tax-free additions to the account up to the current lifetime amount. There is an option for adding one year of catastrophic nursing home coverage by prepaying $50,000.00 into a special account; a minimum of five years before nursing home care services begin for those that had FLTCSP accounts of $200,000.00. Upon the passing of the participant and covered family member, 1% would be allocated for FLTCSP to reduce the cost of administration for care services and as a reserve in the event recession or depression or other incidence negatively impacting financial markets; 5% to Internal Revenue Service and 3% to State partnerships and the balance to the estate. The LTCS shall be fully compatible with Medicaid regulations; an individual is eligible for Long Term Care Services when a licensed health care practitioner certifies that the individual is unable to perform at least two of six activities of daily living (ADLs) without substantial assistance for a period expected to last at least 90 days; or requires substantial supervision to protect themselves due to a severe cognitive impairment, such as Alzheimer's disease. The FLTCSP avoids most of the problems with the Federal Long-Term Care Insurance Program (High cost of premiums because the policies provide coverage to everyone; very large premium increases; 90 day waiting periods for coverage; no catastrophic coverage provision,
loss of all or portions of your premiums if you don’t utilize covered service and no protection of assets.

Amend the Independent Agency that manages the Thrift Savings Plan or establish a new Independent Agency of the United States Government to manage the Federal Long-Term Care Savings Program (FLTCP) as another method to finance Long-Term Care for federal employees, retirees, spouses, survivor’s and include military employees and retirees as an option. **Amend** the Long-Term Care Security Act, to add a Federal Long-Term Care Savings Program as another method to finance Long-Term Care. **The organization established** shall be responsible for policies, and review of the investment and management of the (FLTCP) Funds and administration and payment of long term care service. Directs the Board to establish (FLTCP) Funds Council that is representative of civil servants, retirees, employees, unions and employee associations to advise the Board on matters relating to investment policies, administration and services.

**Invest in Life Cycle Date Funds** (similar to TSP funds with less G Funds) for the appropriate age of the individual); life Cycle Date Funds generally increase in value faster (10 year return avg. of 5.15% - 7.18%) than long-term care costs (approx. 5% annually); allow $125,000.00 lifetime limit, tax-free direct employee and retiree contributions or rollovers including Thrift Savings Investments and IRA’s with annual cost of living adjustments tied to Nursing home cost inflation), for financing long-term care

5. **BE IT RESOLVED:** Membership should pass the resolution and it should become a legislative priority for the next session of Congress because the Federal Long-Term Care Savings Program will be superior to the Federal Long-Term Care Insurance Program financing long-term care.

6. **Estimated Annual Cost:** 12 hours per month X $125.00 by the Legislative Department and 4 hours per month X $90.00 by the NARFE President. Estimated 2 years to succeed. $44,640.00 at Headquarters. NARFE costs should be similar in cost for establishing the Long Term Care Insurance Program in lobbying by headquarters, partnership development and program development. 2017F3A LTCSP w catastrophic Proposed Resolution
Proposed National Committee Resolution
Submit to resbylaws@narfe.org
Due by December 15, 2017
Please follow instructions on reverse side of this form.

Date: 12-15-17

1. Subject:
REVISON OF NARFE MEMBERSHIP RENEWAL LETTER/FORM

2. Submitted by:

☐ Member Name: __________________________________________

OR ☐ Chapter Number: _______________________________________

State: Georgia AND/OR Federation Georgia Federation Executive Board

3. Federation Action: ☐ Adopted ☐ Adopted as Amended ☐ Rejected ☐ Sent to National

Date of meeting: December 14, 2017

4. WHEREAS: (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)

Since implementation of Optional Chapter Membership and One Member, One Vote, the on-going changes to the Membership Renewal Letter/Form has created a nightmare for Chapters. The revisions have occurred without any input from Federations. An inordinate amount of time and effort must now be spent contacting and educating members transferred to National Division without realizing why they are no longer members of their local chapter. Plus, chapters must take the necessary actions to get the affected members transferred back to the chapter. These extra actions are exacerbating the problem of getting members to accept Chapter leadership positions. Chapter leaders are all volunteers and don't want to be bothered with the extra hassle. Plus, it has deflated many members' zest for being a NARFE member. (Continued)

5. BE IT RESOLVED: (Proposed action membership should take.)

Revise the Renewal Letter/Form for Chapter members to only reflect Chapter membership (identify current Chapter #) option or both options with Chapter option being reflected first. If an individual wants to no longer belong to a Chapter, the National Division option should be a secondary option, not the first option. All members (Chapter or National) should be treated the same.

Personalize the Renewal Letter/Form and speak directly to the individual member in the letter. Far too many individuals don't renew their membership because their renewal notice is generic, impersonal, and written like a form letter. It should remind members of the value of (Continued)

6. Estimated Annual Cost: (Necessary for informed decisions.)

No additional costs above those already incurred by HQ each time they revise the Renewal Notice.

Please use a Word Document if additional space is needed.
4. (Continued)
They have lost faith in NARFE Headquarters. Many members inadvertently were transferred to National Division. They are now questioning why they no longer receive their Chapter newsletter or other correspondence from the local Chapter.

The latest version of Renewal Letter/Form sent to Chapter members and National members are different relative to membership options and Chapter membership. The only thing National members have to do is to check “Please renew my NARFE membership as indicated below.” Those selections are: Renew for 1 Year, 2 Years, or 3 Years. That’s the way the Renewal Form for Chapter members was prior to the revisions resulting from Optional Chapter Membership. We are all NARFE members, whether we belong to a Chapter or National Division and should be treated the same relative to membership options. The renewal letter to Chapter members understates the reality that a Chapter member may make a choice to quit the Chapter. If a member pays his/her annual dues, he/she is automatically a National member and has the option of belonging to a Chapter. The 2016 National Bylaws do not require that National membership be offered first on the Membership Renewal Letter/Form sent to Chapter members. This is almost a repeat of the initial situation of e-NARFE being listed as the first option on the Membership Application Form. It took objections from Federations and Chapter members to get that situation corrected.

The Federation Presidents addressed Membership Renewal Letter/Form issue at their July 2017 meeting and continue to express their objections as well as concern for the lack of prior notification/coordination to its revisions. If corrective action is not taken soon, there will not be any Chapters and NARFE will be unable to continue as a viable organization. Chapter members have kept NARFE strong for over 96 years. Recruiting is already suffering and Alzheimer’s Research donations, NARFE-FEEA donations, and NARFE-PAC will decline concurrently because Chapters promote those programs at Chapter meetings as well as holding Alzheimer’s and FEEA fundraisers.

5. (Continued)
NARFE membership and the message should be from the point of view of the reader. The entire renewal experience should be simple, painless, and take only a matter of minutes. NARFE must be careful not to let automation cause leadership to lose clout with our members. Members need to feel they are an important part of the organization.

Coordinate any revision of the Membership Renewal Letter/Form with at least the NARFE Marketing and Member Resources Advisory Committee and place an article on the revision in NARFE Magazine prior to implementation. Change is difficult; however, informed members will more likely feel they are a part of the process and will more likely accept the change.
1. **Subject:**
   CONSOLIDATION OF FEDERATION MEMBERSHIP ROSTERS

2. **Submitted by:**
   □ Member Name: ___________________________________________
   OR □ Chapter Number: _________________________________________
   State: Georgia AND/OR Federation Georgia Federation Executive Board

3. **Federation Action:** □ Adopted □ Adopted as Amended □ Rejected □ Sent to National
   Date of meeting: Dec 14, 2017

4. **WHEREAS:** (Provide the reason that the membership should take the proposed action. Limit to no more than three paragraphs.)
   Currently, in order for a Federation to access their Membership Rosters in the OAM, they must view/download two separate rosters - Federation Membership Roster (only reflects Chapter members) and National Division Roster. Further complicating the picture is the fact that only the Federation President and Federation Legislative Director have access to the National Division Roster. The information and the format for the two rosters are not identical. The National Division Roster does not include the Join Date and the Congressional District (CD) is in the second column; whereas, on the Federation Membership Roster, the CD is in the next to the last column. Even when e-NARFE was in existence, headquarters was questioned as to why Join Dates were not included, but no real answers were ever provided. (Continued on next page)

5. **BE IT RESOLVED:** (Proposed action membership should take.)
   Consolidate into one roster the Federation Membership Roster and the Federation National Division Membership Roster, with Join Dates being included for all members, not just Chapter members. Now that the database has been brought in-house, the Configuration Advisory Board (CAB) should be able to accomplish this change. In the current database, the Chapter # for National Division members is reflected as "0000"; thus making it easy for Federations to sort by Chapters. If they want just National Division members, they would sort on "0000." We are all NARFE members and should be reflected in one consolidated Federation Membership Roster. This would save Federation Officers a lot of time and effort.

6. **Estimated Annual Cost:** (Necessary for informed decisions.)
   No real extra costs above the normal CAB-recommended changes to the database.
National Active and Retired Federal Employees Assoc. Proposed National Committee Resolution
606 North Washington Street
Alexandria, Va 22314-1914
(703) 838-7760 • FAX (703) 838-7783

Date December 14, 2017

1. Subject: Establish a Revised Federal Employee Retiree System Basic retirement annuity (Defined Benefit Plan) and modify the TSP to begin between 2020 and 2025

2. Submitted by: Scott Halstead, snhalstead@gmail.com 651/486-9861
Member Name: Scott Halstead, White Bear, Minnesota Chapter 1232
State: Minnesota Federation Individual Submission
3. Federation Action: __Adopted ___Adopted as Amended _X_Rejected ___Sent to National

Date of meeting: MN Federation reviewed and submitted comments to the Federation President. No reason for the rejection was provided. The proposal has been significantly changed

WHERE AS: 2017 NARFE Proposed Resolution: I’m proposing revising the Basic Annuity and Thrift Savings Program (TSP) by amending the Independent Agency of the United States Government that administers the Thrift Savings Plan to accomplish the administration of a Revised FERS Basic retirement annuity; modify the contribution amounts; make changes in the TSP to increase employee participation; increase the amount invested, and attain better selection of investments that result in better performance of participants investments. Many financial planners suggest that 80% of your pre-retirement income will provide a retiree standard of living, that is substantially similar to a pre-retirement standard of living.

According to a recent TSP report; 14.3% of FERS employees don’t participate in TSP; The 85.7% that do participate, contribute 5.1% average from their agency/individual salaries 15.7% of the lower income federal employees don’t participate in TSP; among those in the lowest-paid fifth, 84.3 percent invest, compared with 95.7 percent in the highest-paid fifth. Similarly, the average investment rate for the former category is 5.1 percent and 9.7 percent for the latter. Many federal employees make poor TSP investment decisions. As of June 2017, $505.2 billion was invested in the TSP; over 40%, ($204 billion) was invested in the G Fund. Of the 5.08 million TSP participants, more than 3.7 million participants have all or some of their account balance invested in the G Fund, which has a 10-year return rate of 2.4%. As an example, an employee earning $40,000.00 per year that invests all of their 5.1% earnings in the G fund at 2.4% will have around $3,500.00 in his account in 30 years. Unless annuitants have other reliable sources of income, TSP accounts should total more than $300,000.00 + to adequately supplement their annuity and Social Security. The proposed solution is an initial employer 3% TSP contribution locked into an age appropriate L fund matched by a 2 % employee contribution. The employee may opt out, but they only get the 1% automatic employer contribution. After 5 years of Government employment, the employer contributes 1% to the same locked age appropriate L fund matched by an employee contribution of 1%. The employee may opt out, but they don’t get the 1% employer contribution. Increase
automatic employer contribution for law enforcement officers, firefighters and air traffic controllers to 2%. The TSP and employers need to address educating new employees and other employees throughout their career on the benefits of TSP, risks and performance of TSP funds. TSP shall include in employee annual reports a risk assessment, performance tracking, projection of outcome for a 30 year career and suggested changes with an offer of assistance from a financial planner.

FERS Employees and retirees receive an inadequate Basic annuity that only replaces 33% of an employees high 3 after 30 years employment and 44% after 40 years.

Increase the Revised FERS basic retirement annuity accrual rate to 1.5%. = 45% for 30 years and 60% after 40 years.
Increase the Revised FERS basic retirement annuity accrual rate for law enforcement officers, firefighters and air traffic controllers to 2% for 20 years, 1.6% thereafter.

Modify the Defined Benefit Contribution Amount:

<table>
<thead>
<tr>
<th>Defined Benefit Contribution</th>
<th>Current</th>
<th>Revised</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer Contribution</td>
<td>11.1%</td>
<td>10%</td>
</tr>
<tr>
<td>Employee Contribution</td>
<td>4.4%</td>
<td>5%</td>
</tr>
<tr>
<td>Total Contribution</td>
<td>15.4%</td>
<td>15%</td>
</tr>
</tbody>
</table>

The Revised Basic Annuity shall be 100% invested in suitable investment products by the Independent Agency to provide an approximate return of 7.0% in accordance with Actuaries recommendations and approved by the Board.

The government shall provide 3 years of start up costs and full funding for all operational costs to the Independent Agency for the revised FERS Basic Annuity. The employing organizations and the Office of Personnel Management (OPM) shall be responsible for providing the employee with all employee and employer defined benefit contributions and other essential data as they do currently for the Thrift Savings Plan and forwarding the payroll data and annuity contributions to the new organization. OPM shall be responsible for the non-financial administration of the Revised FERS Basic retirement annuity. The new organization shall perform all authorized withholding, insurance payments and other authorized payments from retirement annuities process (i.e., levy, attachment, garnishment) unless otherwise provided by Federal law and will be serviced by OPM

This will be an excellent product for NARFE recruitment and retaining employee members.

5. BE IT RESOLVED: Membership should pass the resolution and it should become a legislative priority for the next Congress.

6. Estimated Annual Cost: 16 hours per month by the Legislative Department and 4 hours per month by the NARFE President. Estimated 4 years to succeed. $113,780.00 at Headquarters. There will need large effort at the Grassroots, District, and Federation level in seeking bipartisan support.

2017F3A V3 A revised basic annuity & TSP  See attachment #1
Attachment #1: A Proposed Resolution to establish a revised Federal Employee Retiree System Basic retirement annuity and modify the TSP contributions, reporting and assistance

States have owned stocks and bond Funds of private-sector companies in their pension plans for many years. In Minnesota, they have professional investors with over-site by a board of directors and numerous financial and legal experts. The State of Minnesota achieves around 70% of an individual’s annuity is received from investments and 30% from employer/employee contributions. The burden upon the taxpayers is the Agency Contribution. There is 0% financial burden on the government in retirement.


Defined Benefit (DB) plans are inherently more cost-efficient than Defined Contribution (DC) plans. An important NIRS study released in 2008, entitled “A Better Bang for the Buck,” found that a typical large DB pension plan provides a given level of retirement benefit at about half the cost of a DC plan. In this updated comparison of DB and DC plan costs, we take into account key developments in the retirement benefits landscape with regard to fees, investment strategies, and annuities, while building an “apples to apples” comparison through a uniform set of demographic and economic assumptions. Highlights include the following:

1. A typical DB plan provides equivalent retirement benefits at about half the cost of a DC plan, and 29 percent lower cost than an “ideal” DC plan modeled with generous assumptions; A DB plan, modeled with the typical fees and asset allocation of a large public plan, has a 48 percent cost advantage compared to a typical individually directed DC plan; The DB pension costs 29 percent less than an “ideal” DC plan that features the same low fees and no individual investor deficiencies; Annuitizing DC account balances does not erase the DB pension cost advantage.

- **DB plans have three structural cost advantages compared to DC plans:** Longevity risk pooling. In order to provide lifelong income to each and every retiree. DB plans only have to fund benefits to last to average life expectancy. In a DC plan, an individual must accumulate extra funds in order to self-insure against the possibility of living longer than average.
- **Asset allocation.** DB pensions are able to maintain portfolio diversification—specifically; stay invested in equities—over time, while DC participants must shift to lower-risk, lower-return investments as they age. Thus over a lifetime, DB pensions earn higher gross investment returns than do DC accounts.
- **Low fees and professional management.** Due to economies of scale, DB plans feature low investment and administrative expenses as well as management of investments by professionals. DB plans have a large advantage in net investment returns.

2017NARFE Proposed RES V3 attach
<table>
<thead>
<tr>
<th>Number</th>
<th>Title</th>
<th>Sponsor</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCR01</td>
<td>MEMBERSHIP APPLICATION AND RENEWAL FORMS</td>
<td>Bylaws and Resolutions Committee</td>
</tr>
</tbody>
</table>

**RESOLUTION**

Whereas Chapter membership has been declining significantly and dramatically, and

Whereas, Many chapters believe one major reason for this is that the NARFE redesigned membership application and renewal forms and membership letter tend to guide members to renew as "National Only" members, and

Whereas, If this trend continues, chapters will face large drops in chapter membership, and

Whereas, The continuance of this trend will cause irreparable harm to ongoing chapter operations and result in fewer potential future leaders, thus hampering NARFE's plans for succession management and long term organizational development, and

Whereas, The NARFE membership renewal letter is confusing to many of our members, who as a consequence failed to renew their chapter membership when they renewed their annual membership; now therefore be it

Resolved, That the NARFE membership application form, membership renewal form, and membership renewal letter be reviewed and, if necessary, redesigned to address these concerns.
## 2018 BYLAWS COMMITTEE RATIONALE – BALLOT ITEMS

<table>
<thead>
<tr>
<th>Number</th>
<th>Bylaws Committee Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1801</td>
<td>In order to ensure the introduction of new ideas into the Association, limiting the term of the National President to two consecutive terms is necessary. The 2016 convention affirmed this notion. This was made clear in 2017 when the NEB voted not to allow this particular proposal to go forward as a referendum to the membership. The committee recommends rejection of this amendment.</td>
</tr>
<tr>
<td>1802</td>
<td>With the changes made to internal organization, this is the next logical step. The bylaws committee recommends approval.</td>
</tr>
<tr>
<td>1803</td>
<td>The bylaws committee recommends approval.</td>
</tr>
<tr>
<td>1804</td>
<td>The bylaws committee recommends approval.</td>
</tr>
<tr>
<td>1805</td>
<td>Regional Vice Presidents represent the entire association, not just their regions. Therefore, all members are represented at NEB meetings. The bylaws committee recommends approval.</td>
</tr>
<tr>
<td>1807</td>
<td>This amendment is not inclusive enough. The bylaws committee recommends rejection.</td>
</tr>
<tr>
<td>1808</td>
<td>The intent of an early ballot vote is that all ballots can be tallied and the results announced before or at the National Conference. Having the issue month of the ballot be the same as the month of the National Conference impedes this process of having votes counted in time to be announced. Further, if the voters have until the last day to vote, the National Conference likely will have already occurred. Finally, if this were approved, it could allow attendees at the National Conference to have an unfair advantage over non-attendees because they wouldn't be able to address the issues. The committee recommends rejection of this amendment.</td>
</tr>
<tr>
<td>1809</td>
<td>This is not a federation duty. Headquarters should provide the mechanism for communicating with its members, both chapter and national. Federations would have to provide their own conduits, which potentially could lead to 54 disparate and dysfunctional systems. The committee recommends rejection of this amendment.</td>
</tr>
<tr>
<td>1811</td>
<td>This is administrative and does not need to be in the rules. The bylaws committee recommends adoption.</td>
</tr>
<tr>
<td>1813</td>
<td>This amendment is very confusing. The intent is unclear and the disincentive is not legitimate. Federations are allowed to receive ten percent of the dues per member and this would deprive Federations of much-needed funding in the first year. Further, it would appear more advantageous for chapters to receive one-third of the new member dues</td>
</tr>
</tbody>
</table>
instead of ten percent. The finance advisory committee has reviewed and recommends rejection.

The bylaws committee recommends rejection of this amendment.

Based on the advice of the marketing and member resources advisory committee recommendation, the bylaws committee recommends adoption.

This amendment is confusing and the rationale as well. The rationale is unclear as to why the six-month period is necessary. Chapters would have to wait up to six months to receive any money, as opposed to receiving the chapter fee when a new member joins NARFE. In addition, the finance advisory committee has reviewed and recommends rejection. The bylaws committee recommends rejection.

This amendment is unnecessary because the NARFE website is an official publication of the Association. Further, putting the roll call requirement into the bylaws is unnecessary because this is procedural and can be handled by the NEB administratively. The bylaws committee recommends rejection.

The bylaws committee recommends adoption.

This amendment is in conflict with section D, as some meetings can be called with a 24 hour notice. The committee also feels this is administrative in nature and doesn’t belong in the bylaws. The bylaws committee recommends rejection.

This amendment would restrict the ability of the NEB to change the number of regions, if necessary. The bylaws committee recommends rejection.

This amendment is unnecessary because members have the option to renew their chapter membership on the renewal form. It is just a matter of checking the correct box. The committee feels this is a design issue and not a change to the standing rules. The bylaws committee recommends rejection.

This change is unnecessary because the language is clearly defined and its intent is clear for the terms "chapter member" and "national member." They need no further distinction. It should be further noted that "national division" is not and has never been an official membership division, so the rationale is irrelevant. In addition, the application form is clear that members can join a chapter at the same time as they join NARFE. There is no need to wait for any option. The proposed change to Section 3B actually would cause a lack of revenue for the chapter. If the membership application is the problem, a simple administrative change by NARFE HQ can be made.

The bylaws committee recommends rejection.

This is a composite of two amendments received by the committee. The
bylaws committee recommends adoption.

BC-02 This is a composite of two amendments received by the committee. The bylaws committee recommends adoption.

BC-03 This amendment is a combination of 1814 and 1822. The bylaws committee recommends adoption.

1840R Much of what the resolution proposes is already carried out on a national level. NARFE’s lobbyists work with the lobbyists in similar organizations frequently, including joint lobbying efforts. Our joint efforts to date have been successful, and creating a formal partnership among similarly-aligned groups would expend resources that NARFE does not have at this time. The bylaws committee recommends rejection.

1846R There are upcoming NARFE database improvements, and this is an administrative issue. The CAB has taken this under advisement. The bylaws committee recommends rejection.

BCR-01 This resolution is a compilation of five resolutions received (1832R, 1833R, 1834R, 1836R, and 1845R). The bylaws committee recommends adoption.

BC = Bylaws Committee
BCR = Bylaws Committee Resolution
R = Resolution