

**PENNSYLVANIA NARFE FEDERATION**  
**EXECUTIVE BOARD MEETING**  
**GRANTVILLE, PENNSYLVANIA**  
**OCTOBER 7-8, 2019**

The Executive Board of the Pennsylvania Federation of Chapters, NARFE, met on Monday and Tuesday, October 7 and 8, 2019, at Comfort Suites, Grantville, Pennsylvania. The meeting on October 7<sup>th</sup> was called to order at 1:03 p.m. by First Vice President Richard Zuck. A moment of silence was observed, followed by the Pledge of Allegiance.

**ROLL CALL OF BOARD MEMBERS.** The following Board Members were absent: President Larry Palecek, due to a family emergency, and Thomas Geronikos, Congressional District 5 VP. All other members were present, including Kathy Adams, Region II District Vice President. Joe Saber submitted his resignation to the President as Congressional VP for District 16 effective October 1<sup>st</sup>. The meeting planner for the Federation, John McHale, was present and had made arrangements for our hotel and for our evening dinner.

**MINUTES OF EXECUTIVE BOARD MEETING HELD JUNE 5-6, 2019.** No changes or corrections were made to the Minutes, which were approved on a motion by Bill Krouse, seconded by Bill Staarman. Motion carried.

**OFFICER AND COMMITTEE REPORTS.**

1. Kathy Adams, Region II Vice President reported the National Executive Board (NEB) approved the new application for NARFE membership. Three webinars are left to be shared. They are free for members but non-members need to pay \$39.00 to participate in these: October 24, FEHP and Medicare; November 7, Pros and Cons of Senior Health; November 21, Health Plan and Best Options. These options are planned because of Open Season coming up.

Kathy reviewed the new setup of the NEB and pointed out that Barbara Sido, Executive Director of NARFE Headquarters, is over Towanda Franklin, Manager of the Executive Office and Governance Operations, and is over the other employees. The 5.64% increase in 2021 FEHB premium has a negative effect on employees. Reference Association Management System (AMS), Barb Sido is in charge. Kathy went over the six priorities they have come up with from the information she received from her Region and said Pennsylvania Federation did a great job. The M112 is being finalized with the vendor. The A220 pack with Congressional Districts is still being worked on. Kathy hopes all voted on the referendum. Nothing major was in there. We're starting to work with new symbols and other new things.

The Training Academy will be held June 1-2, 2020, beginning on Monday at 10:00 a.m. with a Board Meeting. At 10:45 a.m., there will be a Membership Meeting which may go up to noon. There will be a talk on One Member, One Vote (OMOV). Election results

will be announced. For training, registration will begin at 9:30 a.m. and lunch will run from noon to 1:15 p.m. At 1:30 p.m., the speakers will start. These speakers will include Jessie Klement, Jim Marshall, and Barb Sido. Kathy encouraged our members to have their questions ready in a professional manner and Barb will answer the best she can. Happy Hour is 5:00 to 6:00 p.m., then we go to the dining room for dinner, followed by entertainment at 7:30 p.m. There will be a Sunday breakfast and roundtable discussions about membership, dues withholding, OMOV, and you need to decide the agency to visit. We need to try to change things to make these better. The last roundtable will be between 11:00 and 12:00 noon

The Federation Board Meeting will be composed of new officers for about 30 minutes and ought to be over around 1:00 p.m. The Board will stay Monday and Tuesday for the Training Academy. This will be held at Wyndam Gardens in York.

Roundtable discussions will be in three separate rooms or areas where we will have different topics discussed by recognized authorities with whom you will be able to interact and get ideas. You will have the opportunity to go to three topics; we will have five to six topics. Jessie Klement will talk on advocacy. There should be some people at the table who know their way around. There are things we might learn from each other. Let Kathy know if you have other topics you would like to discuss.

Kathy asked everyone to be respectful in asking questions of Barb. Six staff members came in new including the President and Secretary/Treasurer. Barb is not making all the rules here. They have already contracted with a new vendor. Barb is not making these decisions. Whatever we are doing is not working. Tell the young members to think about how things would be without NARFE.

Barb has an employment contract. A panel of NEB members interviewed her. Anyone can attend, but cannot speak and cannot attend a closed-door session. NEB does Barb's rating. NEB is her boss and she works for Ken (National President). She manages the employees. She has either a three-or-five-year contract. She has organized the staff. We were paying for a lot of things we weren't using. Individuals have to pay for any liquor but NARFE will pay for meals. Copies of the \_\_\_\_\_ was given to the staff who had been rated for 19 years. However, they were working for NEB. "Nice to have" has got to go. This will be the time to ask your questions.

Maryland is not losing members. The highest membership award winner will be there. In the past, chapters were encouraged not to contact National Only Members. Now National wants us to contact them.

2. Secretary Virginia Giordano. Nothing to report.

3. Treasurer James Brookes. Jim reported that when things are squared away, everything will be evened out. The budget does balance. A copy of the current budget was shared with each Board Member and is attached to and made a part of these Minutes at Attachment 1.
4. Richard Zuck, 1<sup>st</sup> Vice President/Membership. Nothing has been updated since June 2<sup>nd</sup>. Kinzua Area #1778 is having problems with membership and Rich hopes they can last another year. There are complaints about copies not being legible coming from Headquarters. Sometimes a copy is shrunk so much it is too small. We need to re-focus to make NARFE a more appealing organization. Young people need to know what is being offered on webinars. These can be watched for free. There is a good talking piece in the June or July **NARFE Magazine** about where our money is going. Why can't we open up a webinar to non-members and it may interest them in NARFE? Give them magazines to see if they are interested. Let Headquarters know about the pre-retirement seminars which are held at VA hospitals. Rich will not share email addresses and phone numbers unless it is okay with Headquarters.
5. William Staarman, Acting 2<sup>nd</sup> Vice President/Legislation. Bill can get history on all bills by contacting congress.gov and can also get sponsors. When visits are made to our representatives, this should be placed in our newsletters. HR4540 is about WEP. Bill thinks there may be more than one similar bill. Read up on the bills so that you can explain them to the government representatives. Nothing is near to happening now. Congress is not working now. Nothing is coming to a vote. Government agencies are not letting us in to talk about NARFE. He went to King of Prussia and they were very helpful. AMS has a Federation Member list. Rich is able to get access to that.
6. George Shal, Immediate Past Federation President/Region II CAV. Just about everything that we were doing wasn't correct -- what's in the old system and what's in the new system and how we get there? Start with the AMS. If an old member shows up in your chapter who had left, let Rich or George know. Phone apps is what he is looking for. This is possible but we are not using it. Keep faith in AMS. He thinks it will work out. He doesn't know about CAV. We need policies that need to be clear. There is a big information gap about members. We need a policy of how to handle National Only Members.

Minutes that have been passed only need a second to be approved. George has reviewed Roberts Rules. You need to have a motion to adjourn, unless you adjourned for an emergency-type situation. George was in the pipeline to shut down the federal buildings when Tim McVeigh ran into a federal building in Oklahoma. Aetna has become a partner with NARFE.

7. Richard Karakantas, NARFE-PAC. Rich reported on the list for the last quarter. Brian Fitzpatrick and Joan Larkin attended a fund event. Brian works a lot with Jessie Klement. There was an event in Wilkes-Barre/Scranton area and John Shutack was there. Kathryn Boyle attends these all the time. \_\_\_\_\_ is the guy you want to talk to. If you see an event that you want to go to, let him know and they will pay for you to do that. He will try to work with you. (You mentioned Madlyn in the 4<sup>th</sup> District – couldn't make out what you said.) Rich referred to a sustainer, which is an individual who gives a certain amount to PAC each month. Sustainers may attend the free breakfast.

Kathy said LEGCon21 is when recognition of the 100<sup>th</sup> Anniversary of NARFE will be held. Materials from chapters can be placed out on tables.

8. William Krouse, Editor/Webmaster, will post any chapter news on our website. When you go out to visit chapters, let them know that. The next newsletter will come out around November 1. Articles should be in to Bill by October 15.
9. Dixie Gasper, Alzheimer's Chair. The new year starts July 1 and ends June 30. To date, five chapters have sent her money which totals \$497.00. She copied an article about brain implants and the History of NARFE and Alzheimer's Association which were distributed to the Board Members and are a part of these Minutes at Attachment 2.

#### **CONGRESSIONAL DISTRICT VICE PRESIDENTS.**

1. DISTRICT 1 – TOM CLINE. Tom attended every Doylestown meeting. They talked about AARP, Blue Cross and Blue Shield, and personal affairs of older people. They are receptive to us. You must call to let them know you're coming. Lower Bucks is doing pretty good.
2. DISTRICT 2 – TED HALL. Ted is working with Oxford Circle. They have an active speakers program. Very welcoming.
3. DISTRICT 3 – TED HALL. Philadelphia Center Square is well-organized.
4. DISTRICT 4 – RICHARD KARAKANTAS visited Norristown and Montgomery County which will celebrate its 45<sup>th</sup> Anniversary on December 4.
5. DISTRICT 5 – THOMAS GERONIKOS. Absent.

6. DISTRICT 6 – WILLIAM STAARMAN. Reading had a representative come and speak to them at their June meeting. Rich was there talking about PAC recently. Hoolihan opened

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a new office and he attended. Bill went to a meeting in West Chester (Chester County) and also attended several town hall meetings and fund raisers. They are doing pretty good this year.

7. DISTRICT 7 – RUTH CLINE finally got the chapter records from Lehigh Valley. They have invited National Only Members to their meetings by calling them. They made up packets for a convention of the chapter. They try to avoid being upset when someone wants to join another chapter. Put them in touch with the president of that chapter. Easton Area has worked with membership. Members were lost to National Only Members before AMS.

Kathy informed the Board that dues money must be kept separate from other chapter funds. Dues money is for education and national training and sessions where they learn. It is not to be used for donations or parties. We want to keep the dues separate and it should be going to training. Some people are spending this money for a good time. Chapters need to be reminded that they must keep fund raising separate. You can apply to National for \$1,005.00 if you don't have money in your treasury. You need clarity of your funds. We need to get the policy started. Recruiting incentives can also be paid. You need separate accounting.

8. DISTRICT 8 – JOHN SHUTACK said that of five chapters, three chapters are in good health. Some are down to two meetings a year. He has visited Cartwright's office different times. He visits the office when the congressman isn't there. Casey's office in Scranton has tight security. Other than that, it is rather normal.

9. DISTRICT 9 – VACANT.

10. DISTRICT 10 – RAYMOND HAIN. Scott Perry is his congressman and he met with him at legislative conferences. He votes the way he wants to. Harrisburg has only about nine or ten at meetings. The same people stay. We should have a good chapter there since Harrisburg is the capital of our state. Ray is going out to Chambersburg next to visit. They want a report of this Board Meeting. He wants to stop in at Perry's office.

11. DISTRICT 11 – VACANT.

12. DISTRICT 12 – WILLIAM MCGINLEY. Williamsport just had a local picnic. Bill called the national office to get information. He also keeps in touch with Susquehanna Valley. He

went to see Toomey but he was not in his office. Bill wanted to know if maybe the NARFE calendar could be extended to 18 months.

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13. DISTRICT 13 – VACANT. We were told Bedford County Area is strong.

14. DISTRICT 14 – VACANT.

15. DISTRICT 15 – VACANT. McKean County Area is also a strong chapter.

16. DISTRICT 16 – RICHARD ZUCK is going to Kinzua in November. Its secretary/treasurer moved to Michigan. Some assimilated to Bradford or Erie. We want to try to keep them open. Indiana Area and Johnstown are strong. New Castle is doing okay. The president is also secretary/treasurer.

17. DISTRICT 17 – VACANT.

18. DISTRICT 18 – VACANT. Butler Chapter no longer exists.

Bill McGinley stated he is having a NARFE recruitment meeting in October with West Shore Chapter at Wegman's with food.

THE BOARD MEETING RECESSED AT 5:05 P.M. UNTIL TUESDAY AT 9:00 A.M.

THE BOARD MEETING WAS CALLED TO ORDER AT 9:05 A.M. ON TUESDAY.

Dixie shared with the Board Members a money-making activity called Wreaths Across America. Her chapter is involved, along with a VFW group, and places wreaths on the graves at Fort Indiantown Gap National Cemetery. Last year, there was a wreath placed on every grave in mid-December. Special orders are placed for the number of wreaths needed. If you would like to place a wreath on the grave yourself for a loved one or a veteran, you may do so. Wreaths are ordered by the truckload for \$10.00 each, and are purchased by donors for \$15.00. They are laid on the graves by volunteers. If your group wishes to use this activity, contact Dixie Gasper at the Lebanon NARFE Chapter.

#### **COMMITTEE REPORTS.**

William Krouse, One Member, One Vote (OMOV) Chair, organized a temporary committee of seven people: himself, Larry Palecek, George Shal, Richard Zuck, Paula Zankel, Chuck

Schumacher, and C.J. Mills. The actual committee will be the Ballot and Teller Committee. Candidates cannot be on the committee. Also, members of the Nominating Committee cannot

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be on the committee. By March, nominations and bylaw should change. If you are a member of the Federation by April 1, you are eligible to vote. If someone does not get a ballot, a ballot would be sent to that person.

The Ballot and Teller Committee will meet on May 26 to June 1 to get together and count ballots. The results will be announced at the January Membership Meeting. If you need more than one ballot, you must request another copy from the Committee. For most candidates, you may write

in a name. There will be more instructions in the newsletter and on the website. Voting starts on May 1. Bill hopes to have nominees come out about May 1 with some nominees for Ballot and Teller Committee. We have to provide a way for them to vote. There is a tremendous cost to mailing ballots to everybody. Every member should get the NARFE Magazine. We are voting on National members and members in Pennsylvania. If there is a write-in nominee, the Ballot and Teller Committee determines if they are accepted. Ballot and Teller will put the final voting instructions together, trying to use safeguards so we don't have more than OMOV. Bill McGinley made a motion to accept the Standing Rules, seconded by Ruth. Motion carried. One candidate – no ballot – needs vote. Tom made a motion that everyone has the right to write in a nominee, seconded by Bill McGinley. Motion carried. If a nominee is contested, you have the opportunity to write in a candidate. A person nominated should be in the same Congressional District as the person making the nomination. Any final decision must be made by the Board. If a nominee is uncontested, there is no write-in. Contested, there is a write-in. These Standing Rules were made for guidance for the Ballot and Teller Committee. George volunteered to serve on the Committee but if nominated he will not run nor would he serve. He is familiar with this information.

#### **OLD BUSINESS.**

1. AMS Updates. We are slowly making progress. There are changes coming through. Kathy said she should get updates at the NEB Meeting in November and she will send that information on to Larry.
2. Rebranding. We are told to use up old letterheads, etc. before ordering new things. A committee recommended that the National NARFE Building should be sold. This is being worked on by a committee and will bring details to the NEB Meeting in November. We are in one of the most expensive areas of Virginia. The building is four floors and we only have 50+ employees. There is barely enough parking space for the employees. Members did not vote for that.

3. Region II Training Symposium Support. What can we do to support this?

- a. Rick Karakantas made a motion to pay the registration fee only for the Training Academy, seconded by Ray. Discussion, should we remove the mileage limit on

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reimbursement? Recommended removing “mileage limitations” added to motion. Motion carried, two “no” votes. Bill Staarman made a motion that we pay the registration fee and one-night stay at the hotel. Bill Krouse seconded the motion; motion carried. The registration fee and one-night hotel are for all Pennsylvania Federation Members who attend. Motion carried, two “no” votes.

- b. General Membership Meeting will be combined with the training meetings. Committees will start meeting in January to finalize this.

c. Needed Committees:

- (1) General Membership Meeting 2020 Planning. Bill Staarman volunteered to chair the notification processing for attendees, the meeting rooms, mark off the list, and if there is a booklet created for this meeting, Dixie will help Bill.
- (2) Bylaws Committee will be headed up by Richard Zuck.
- (3) Nomination Committee Co-chairs will be John Shutack and Raymond Hain.
- (4) Ballot and Teller Committee. George will not chair but will find someone.
- (5) Audit Committee Chair will be Ruth Cline.

**NEW BUSINESS.**

1. When requesting reimbursement, submit one copy to President Larry Palecek and one to Treasurer Jim Brookes with the receipts. Reimbursement for travel expenses should be discussed at the March meeting.

John made a motion that the Federation pay all expenses involved in going to the 2020 Conference in Phoenix, AZ, for Board Members. Ray seconded the motion. George made a motion to table this matter until the March meeting. Bill McGinley seconded the motion; motion carried with two “no” votes.

2. Kathy reported the New Line Store will be available October 15.

3. Bill McGinley announced that a Rural Letter Carriers Convention will be held and invited NARFE to attend. I have no information on this. Members were anxious to get out of the meeting and there was moving and talking. I need enough information to be able to make a statement in the Minutes.

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4. The next Federation Executive Board Meeting will be held on March 30 and 31, 2020, at the Wyndam Hotel in York.

George made a motion to adjourn the meeting, seconded by Tom. Motion carried. Meeting adjourned at 11:50 a.m.

Respectfully submitted,

Virginia L. Giordano  
Secretary

Attchs: as

