

PENNSYLVANIA FEDERATION EXECUTIVE BOARD
FOURTH ZOOM VIDEO MEETING
JULY 30, 2020

The fourth zoom video meeting of PA Federation Executive Board of NARFE met on Thursday, July 30, 2020. The meeting was called to order at 2:09 p.m. by President Richard Zuck with a moment of silence, followed by the Pledge of Allegiance by members.

OPENING COMMENTS. Rich welcomed everyone and is prepared to take on his responsibilities as president of the PA Federation.

REGION II VP KATHY ADAMS is not in attendance yet today. She had a prior meeting at Headquarters and will join us later, if possible. Rich Z encourages everyone, as Kathy will, to vote for the Bylaws. She will talk also about the next spring symposium.

BOARD APPROVAL OF BRIAN FINN AS PA NARFE-PAC COORDINATOR AND JOANNE DINE AS PA EDITOR FOR NEWSLETTER. Rich entertained a motion for the approval of Brian Finn to serve as PA NARFE-PAC Coordinator for the PA Federation and a separate approval for Joanne Dine as the Federation Newsletter Editor. Bill Staarman nominated Brian Finn to serve as NARFE-PAC Coordinator; motion seconded by Ruth Cline. The nomination was unanimously approved. Bill Krouse made a motion to appoint Joanne Dine as the new PA Federation Newsletter Editor, seconded by Bill Staarman. Bill Krouse sent her information of what she needs to do and she has no problem with that. Her nomination was unanimously approved.

MINUTES OF EXECUTIVE BOARD MEETING HELD ON JUNE 25, 2020. Rich Karakantas made a motion to approve the Minutes of the June 25, 2020, Executive Board Meeting, seconded by Tom Cline. Motion carried.

ROLL CALL OF ATTENDEES. All Board Members were present, either by video or phone, except for newly-appointed Joanne Dine, and Kathy Adams has not yet joined the meeting. Larrie Smith, President of Carlisle Chapter #0373, was welcomed to sit in on this Board Meeting.

REPORTS FROM OFFICERS, COMMITTEE CHAIRS, AND DVPs.

1. President Richard Zuck asked if any DVPs had access to the National Members Only list. Ruth Cline indicated that she doesn't have that access. This report can help locate chapter members who have disappeared from the Chapter Member Reports. Sometimes the chapters don't monitor their membership reports. Rich reminded the DVPs it is important for their chapters to check their membership rolls on a regular basis. Most of the time when members are moved to National Only, it is a mistake. Some chapters send a letter to members who have been moved to National Only if that was their intent. Often they want to remain a regular chapter member. If a chapter has questions of how to approach returning a member to their chapter rolls, they should get in touch with their DVP or other Federation officer. Marion Pugh commented that

during the 2016 Convention, many attendees did not support the requirement for chapter membership. Many members do not want to pay chapter dues or attend meetings. When Headquarters indicates that we lost members, it could be an error related to Membership Renewal. Rich said that his chapter (Presque Isle #0143) follows up with removed members. Other than multiple notification letters about impending membership expirations, there is no action from Headquarters to follow up after a member is removed from the chapter rolls. Individual chapters need to utilize their M-112 report to locate removed members.

2. Secretary Virginia Giordano – no report.
3. Treasurer Richard Karakantas told the members his report is a follow-up from the last meeting. The numbers are in the newsletter. We did get that reconciliation from Headquarters. If you get any questions, just get in touch with him and he will answer them. He did get back the \$1,700.00 and was surprised. They are going to see a reduction in money they get. Betty Robinson, #0031, questioned where that money should have gone instead of coming to her chapter? Where would it go? Bill S asked when someone leaves a chapter and doesn't come back, who is responsible to send that money back? Rich asked if they want to remain a chapter member or be a National Only Member? It's \$40.00 to renew your new membership. Bill S wondered in subsequent years, who was responsible to collect those dues? Does that \$8.00 go back to the chapter for their dues? Rich K said that has been a touchy subject for about three years now. It has been updated and is more obvious now. George said there is no set amount for a chapter closing. Rich K gave a breakdown of what he expects to be coming to the Federation. He showed in the gross amount their income and included administration expenses and payment to be made to chapters. George said that should go to the chapter. Rich K said they do. George said for those who don't go back to the chapter, it would be going back to the Federation. He's not in favor of the money going to the Federation. Rich thought some chapters may be under duress and they may have to close in the future.
4. 1st Vice President/Membership William Krouse. Bill K sent information to the Federation Officers and placed information in the newsletter. Bill S asked why we e-mail the newsletter and also mailed it? We e-mail to all PA NARFE members who have an e-mail address and send 200 copies to all Federation Officers, all elected Chapter Officers (presidents, VPs, secretaries, and treasurers and to any Chapter Officer who doesn't have an e-mail address. The previous editor mailed out about 100 copies at twice the cost. Some people prefer the hard copy and each chapter should get several. Yes, it costs more to mail but we get more exposure. Larry said they send to 7,000 and only about one-third opened them. You would be surprised how many don't answer the mailing. Rich Z said it gets people to share with other members. Bill S believes in this day and age that we can share online with people.

5. 2nd Vice President/Legislation William Staarman. Bill reminded everyone that it is 96 days out for election in November. You should be looking around and check on the people who you are interested in for candidates you might vote for in November. There are interesting context in the works. Phil Goldstein's beloved Scott Perry has a serious contender in Eugene Depasquale, the current Auditor General, and it looks like this PA11th race is up for grabs. Gary Wegman, a Berks County Democrat, is a dentist and farmer whose family dates back several hundred years, is running against Dan Meuser in the 9th District. Meuser will likely hold on to his seat at the District is solid Republican. Chrissy Houlahan, PA6th is running against John Emmons, a Republican businessman from Chester County. Houlahan is strong in Chester County but also has a strong following in South Eastern Berks County. I don't see the incumbent losing this race.

Take advantage of the mail-in balloting offered to PA residents. To get your ballot by mail, go to www.votespa.com/mailballots which should be available online now. Finding workers to work at the polls will be challenging because of the virus. Many poll workers are elderly thus susceptible to the disease. Louis Dejoy was appointed Postmaster General by the Board of Governors in June. He is a logistics person having previously served as CEO of the New Breed logistics. He had already begun experimenting with the USPS by reducing the hours of the carriers and the unions are claiming that this will cause mail backlogs. How will this affect the pickup and delivery of the rush of voting ballots at election time is anyone's guess.

Remember, for any information on a apiece of legislation go to www.congress.gov.

6. NARFE-PAC Coordinator Brian Finn. Brian was pleased to accept his appointment as the NARFE-PAC Coordinator.
7. Webmaster William Krouse has not spoken to anyone to take over as webmaster. He likes it so if he doesn't get anyone, that's alright. Rich reminded the members that chapter's may post their newsletter in the Federation Newsletter.
8. Editor Joanne Dine – absent; no report.
9. Alzheimer's Coordinator Dixie Gasper. Only 27 chapters have participated this year in Alzheimer's. She placed the list in the newsletter. It is mainly personal checks rather than from the chapter. When people go visit chapters, they don't mention Alzheimer's. Everything gets made payable to NARFE Alzheimer's. Dixie will help anyone who wants information. She has received \$10,699.00 for the year. With Alzheimer's, age doesn't matter.
10. DVPs

- a. Thomas Cline, DVP1. Doylestown #0740, has had it's first meeting. Tom met with the secretary and treasurer of Lower Bucks #1286. The school district should open soon and they could meet in its library. Federal employees can claim their annuity at 62 years of age. They have a man who wants to know if he must wait until he is 62? Bill K doesn't see why he can't collect. Rich Z said he may collect now. George reminded him that there are a lot of videos out there he could watch. Tom thinks all the Bylaws are approved in Lower Bucks #1287 and the Easton Area #1102.
- b. Ted Hall, DVP2 and 3 is the liaison for Districts 2 and 3. He lives in 3. He keeps in touch with chapters Oxford Circle #1301 and Betty Robinson in #0664. Oxford Circle doesn't like it and won't vote for the increase of \$8.00. When did this take place? They would like to clean up their mailing list and add the nine-digit mailing list. Betty has requested to have chapter meetings.
- c. Marion Pugh, DVP4, contacted Chapter Presidents Wallace and Barbara. She also advocated for NARFE members to request a vote at home Mail Ballot early. The County Election Office must receive the request no later than 5:00 p.m. October 27, 2020. Post the Mail Ballot early. Post marks do not apply. The County Election Office must receive the ballot by 8:00 p.m. on Tuesday, November 3, 2020. To find your County Election Office access www.votesPA.com/county. Pennsylvania votes may also submit a Mail Ballot request in writing to the County Election Office. Travel Expenses – Adjust Expenditures -- Marion asked if we can revisit the topic in February. She also contacted two Chapter Presidents about the e-mail question: minimal use and requests for reimbursement of expenses for postage and letters. Responses indicated the program can be eliminated.
- d. Thomas Geronikos, DVP5. District 5 has had no contact with Congresswoman Scanlon. She continues to support all initiatives relative to both active and retired Federal employees, as well as Postal Service employees. In addition, she supports passage of the attempt to repeal the Windfall Elimination provision and currently proposed amendments to Social Security. She continues to be a very good friend to NARFE.
- e. William Staarman, DVP6. Voting ballot information is available at votespa/mailballots. He will place this information in chat room when he is finished. Crissy and Ryan signed on to the SS Act to repeal the reduction of the offset. This was a major accomplishment. In June, she co-sponsored HR2322. She doesn't want to see Post Office _____. She's got total support in Congress. On July 24, Bill sat in on a Town Hall Conference. He ?? is a first-time Congressman and has just recently supported HR7803 to stop mail-in voter fraud. He has been trying to get Crissy Hoolihan to sign on to this. Brian was asked if he knew anything about that and

he did not. Rich K said the last amount received was around the \$1,500.00 mark. She hasn't gotten in recently but has over time.

- f. Ruth Cline, DVP7. Lehigh Valley #1371's Bylaws have been approved. We couldn't find a copy of its charter. A lot of older members are in nursing homes. We do have two interested in joining and hopefully start meeting again in September. The latest newsletter has voting instructions.
- g. John Shutack, DVP8. Five chapters are up and running and are in pretty good shape. Two chapters have a change in officers.
- h. DVP9, Vacant
- i. William Krouse, DVP10, has been holding Executive and Chapter Meetings in Zoom for Chapter #1465. The Chapter Meeting on August 12 will have a speaker to discuss Alzheimer's/Dementia. Two other CD10 chapters are having Executive Meetings via zoom. If a chapter would like to try a zoom meeting, contact Bill. He is trying to make that happen. Bill also will try to arrange meetings with Perry or staff and with DePasquale (opponent in November).
- j. Raymond Hain has asked Rich Zuck about what chapter he can represent and never got an answer. He would like to work with Chambersburg and Rich told him he could have Chambersburg with DVP11.
- k. William McGinley, DVP12. Williamsport #0412 is talking about having a picnic. Nobody wants to have meetings. We went to the office of Mark Gillis??? and Keller with quite a few postal workers. This Post Master General is a job reducer. He doesn't seem to understand the internal mechanism. Cantaluppi is very sick but is hanging in there with his cancer.
- l. DVP13 and 14, Vacant
- m. Larry Palecek, DVP 15. Larry accepted the acting position of DVP15. In July, the Johnstown Chapter #1130 held a face-to-face Executive Board Meeting at the local Hoss's. The August picnic was cancelled and a face-to-face Membership Meeting will be held instead with state legislative candidates from both parties invited. Indiana Chapter #2124 has new officers which Larry has yet to meet. Kinzua-Warren #1778 is in the process of closing and the paperwork is at National Headquarters. The chapter has 21 members.

Larry also stated he can understand the frustration of the AMS permissions cause throughout the NARFE membership. Chapter officers cannot access Federation officers, Federation officers cannot access Region Federation officers, etc. He is thinking of contacting Headquarters to modify the permissions structure.

- n. Richard Zuck, DVP16. Chapter #0143 has held Executive Board Meetings, but all chapter membership meetings and the annual picnic have been cancelled at least through the end of September. Our area is in the same boat as other areas.
- o. DVP17, Vacant
- p. Jerome Funderwhite, DVP18, indicated that he has recently spoken with the Pittsburgh Metro President Joe McGurk about continuity in his position as all officer posts expire this year. Joe has been chapter president for 20 years and does not plan to continue beyond this year. There is an October meeting planned, usually held at the local Eat 'n Park. At this time, it is unclear if that will occur. The December Christmas Party is also in jeopardy, given the average age of the participants. Otherwise, for Districts 17 and 18 not much is happening locally.

PROPOSED 2020-2022 BUDGET

1. Review 2018-2020 Treasurer's Report. Rich K reported the period ending June 30, 2020, is the cycle that just ended. We came out pretty well because of the meetings that were postponed. The bank account came out with more than what we started up with, due to the fact the Training Academy and meetings were postponed until next year.
2. 2020-2022 Proposed Budget. We haven't recruited new members in almost a year. George explained why there could be expenses in the future. We will have reduced income in the funding. We saved some money for the FEDCon and Training. FEDCon20 was cancelled. Headquarters is offering recorded webinars of six of the informational sessions that had been scheduled as part of FEDCon20, but even NARFE members will have to pay for accessing them. Member price for accessing all six offerings is \$99.00. All Board Members familiar with this news expressed extreme dismay at the cost for members.

George asked if we have had an audit. Then we could accept the closeout of that year. There was a general discussion of doing an audit. The last one was in 2016-2018 by the Ballot and Auditing Committee. Rich Z thought it would be irresponsible of us to not have an audit. Jim Brookes passed all the information on to Rich Karakantas and records for 2018-2020. He will look for that. He'll separate it out. The profit is flexible as we go on. Ruth Cline made a motion to accept the budget for 2020-2022, seconded by Bill McGinley. Motion carried.

3. Proposal to Adjust Expenditures. There was a brief discussion on the cost of hotels, etc. for Executive Board Meetings compared to Zoom meetings. Rich Z proposed two Zoom meetings a year and one in-person meeting either combined with the membership meeting, or maybe one Board Meeting a year. In the past, we actually had moved money in the budget and we haven't talked about the Training or the Symposium. Rich K suggested we can make changes as we go along through the years, whether we have the money. Like now, our expenses aren't very much because of the virus. We may find ourselves in better funding in a few years from now. Some others only charge \$0.25 per mile for travel. Marion asked if there is a benefit to having a face-to-face meeting. Larry said what he liked was coming the night before and we could discuss how to set things up. Bill S said when you travel for the government, there is an exception you can look at. He asked Rich K when he was NARFE-PAC, he travelled a lot. Rich said there is a line in the budget of \$1,000.00 for that. Rich Z was talking of lowering the travel from \$0.575 by line to \$0.40. Bill S thought it looks like DVPs are expected to visit chapters only once a year. George thought that was put in there as a minimum. From Immediate Past President down, why don't they pay them at the same level as the first five on that list? Rich Z said that's part of our belt tightening. George suggested at any given time you can lower the rates and look at how the money goes. Looking back, you can look at a copy of the balance given. It is swinging a pendulum the other way, all of which can be adjusted. If there is a need of going to help out and the president approves, it's okay. There is a difference being a statewide officer. Bill S thinks we should make it even for all. I'm willing to get less so the others can get more. George said you don't have to surcharge or change your expenses. Just don't submit the additional amount. Rich K told them that most of the meetings are going to be paid in full. In National meetings, like FEDCon, the only one to get full pay is the president. Bill S said that after what has happened in this country, it is probably going to be in Zoom meetings. Rich K believes we can do Zoom until the beginning of the year when we go to the Training Meeting. Rich Z thinks we are serious to do Zoom Meetings in conjunction with the in person meeting. Larry said you don't claim local travel. Marion asked if we can't continue the way it is and change it at a later date. Bill M thinks we should hang it there to discuss at a later date. George said this is pre-Covid. It has nothing to do with Covid or Zoom. The next logical stage is to see how this runs. We don't have a framework of what we'll do if there will be no change and it will have a tremendous budget impact. Larry agreed we need a framework as a starting point. Rich K made a motion to vote on the reimbursement with the option to update it at a later time and propose what the travel rate goes to. We are looking at it closely the next month for a possibility of adjustment in the near future with \$0.40 mileage for reimbursement of travel. Ted Hall seconded the motion. Take time to review what the Secretary puts out. Always a possibility of changes.

4. Reimbursements for Recruiting and Retention Costs. Rich Z has seen the low costs where we submitted less and that amounted to about \$100.00. Should we continue to offer this reimbursement? Marion said her chapter would like to discontinue it. Larry asked if National doesn't help with the expenses of recruiting also? Rich Z said Headquarters does not help with the costs of recruitment. Bill S asked why don't the chapters take care of the expenses when the chapters incur them. Rich Z said we never did. Tom G asked if it would be fair to ask the chapter to spend more and expect less. That is just a burden on our chapter, he thinks. He made a motion to continue reimbursement program. Motion seconded by Ted Hall. Motion carried with one in opposition.

POSSIBILITY of GMM IN MARCH 2021

1. New Date for Training Symposium is March 15 (PM) – 16 (AM), 2021. Rich Z asked, "Do we want to reschedule our Membership Meeting again as it was scheduled earlier this year, starting in the afternoon on Monday, March 15?" The Symposium begins at noon and resumes the morning of Tuesday, March 16. We're not obligated to go through the Board Meeting. Rich K wondered if we were tied in to any costs with the hotel, etc.? Larry told him the hotel in York is holding \$200.00 at the Wyndham.
2. Board Meeting would be Sunday, March 14 (PM). We could have the Training Symposium in conjunction with the meeting to increase attendance. We could push the membership back through July. We could set the Board Meeting in conjunction with the Training and turn our meeting into a Zoom Meeting.
3. GMM would be Monday, the 15th, in the Morning.

FINAL GO-AROUND

Dr. Gary Roundtree will take over Region II VP position from Kathy Adams as of November 1 , 2020. Kathy has done a pretty good job getting through with her stroke.

There are interesting comments in the last Federation Presidents e-mail exchanges. It seems many are unhappy with the current situation at Headquarters. Many are recommending not approving the \$8.00 dues increase amendment, and definitely reject the cut in Federation funds. Many members are dissatisfied

Rich K wondered why they want to change the Secretary/Treasurer's term limit to three consecutive years. Larry mentioned it may be to carry over the term and hold the President another term.

Dr. Gary Roundtree wants to see if a congressman would speak in March in York for the Training Academy. Bill S said the best time to catch them would be in their recess. They can't accept an invitation when they are in session. He thought it would be tough.

George appreciated the budget which Rich K prepared. He could understand this one.

Rich Z asked Larrie Smith if he had any opinions of our Board Meeting. Larrie said it was very interesting and he appreciated being allowed to listen in.

The meeting was adjourned by the President at 4:55 p.m.

Respectfully submitted,

Virginia L. Giordano
Secretary