

PENNSYLVANIA FEDERATION EXECUTIVE BOARD MEETING
READING, PENNSYLVANIA
OCTOBER 22-23, 2015

The Executive Board of the Pennsylvania Federation of Chapters, NARFE, met at the Crowne Plaza in Reading on October 22-23, 2015. The meeting was called to order by President George Shal at 1:05 p.m. The meeting opened with a moment of silence and the Pledge of Allegiance.

ROLL CALL OF BOARD MEMBERS. The Roll Call was conducted and all members of the Executive Board were present, with the exception of Dixie Gasper and Evelyn Kirby, Region II Vice President. Chapter officers in the Reading area were invited to attend the Board Meeting as observers but no one could accept the invitation.

REVIEW OF MINUTES OF PREVIOUS BOARD MEETING. The Minutes of the previous meeting held on July 22-23, 2015, in Wilkes-Barre, were reviewed and approved by the Board Members on a motion by Larry Palecek. Motion carried.

OFFICER REPORTS.

James Brookes, Treasurer. A copy of the Treasurer's Report ending September 2015 was shared with the Board Members, and is attached to and made a part of these Minutes. Jim suggested it may be wise to transfer a specified amount of our funds to a Money Market from our Treasury. This was considered to be a feasible thing to do and will be reflected on the Treasurer's Report which will be presented to the Board in April 2016. Dick Cellino made a motion to accept the Treasurer's Report, seconded by Mary Eill. Motion carried.

Richard Cellino, 1st Vice President/Membership. We need to be more diligent in reading our reports from Headquarters. They are not always accurate. When members go on Dues Withholding (DWH), they must be told it saves them money. It is also difficult to track deaths of members. Some people are reluctant to give more information than is absolutely necessary so some refuse to sign for DWH. When a member recruits an e-NARFE (Chapter 2363) member, the recruiter will get credit for this recruitment, regardless of where they live. OAM has all of this information available for you on the internet. However, an active employee cannot join DWH. The DVPs need to include DWH information in their chapter reports when they visit chapters. Bill Staarman will submit an article for the next Federation Newsletter on Recruitment

In addition, to the ongoing PA Federation Recruiting incentive of \$10.00, the new National Recruiting Program runs from September 1 through December 31, 2015. It is basically the same as last year's program with \$10.00 incentives to the recruiters and a drawing for a prize from the names of all recruiters after the program ends. A monthly drawing has been added for September, October, and November. More chapters are getting involved in recruiting. People need to be out there and ask in order to recruit new members.

Philip Goldstein, 2nd Vice President/Legislation. The time since the last meeting has been busy. Many of you have had contact with several of your Representatives and Senators and reported them to me. I have attached a work sheet summarizing those contacts (including one of my own). I thank you. I know this takes a lot of work, coordination, planning, and frustration.

I also have attached a copy of an e-mail I sent to Rep. Perry's Chief of Staff. I have had personal contact with her and Rep. Perry and thought that this would be an effective method of communication.

There has been a lot of correspondence from National concerning Congressional District Leaders (CDL). This was discussed at the last Board Meeting. I watched the webinar on the subject and commented that it was a full-time job. Actually, it fits my job description at the state level. And that is too much for one volunteer person. Breaking it down by congressional district will be a great help. Decisions we must make start with an organizational structure. This also was discussed at our last meeting and should be discussed again. One big job will be the recruiting of the right people. The standards from National are high.

In the coming months before the next Board Meeting, I will make contact with Maryland and Virginia Federations, who have already implemented this, to see their operation. If we are to be effective, I feel this should be done.

Presidential elections are just over a year away. Everyone is focused on that. There was an article in the *Government Executive* about a month ago that went through all the candidates who advocated reshaping the Federal Government in some way that would adversely affect active and retired employees. I think the article used the words "all of them." Be that as it may, the cuts are Draconian. They want to cut employees, reshape the origination, and cut benefits.

In meetings with Sen. Toomey and Rep. Perry, they both indicated that if it came up, they would support a two-tier pay system. Those in or nearing retirement would be protected (a contract exists). Younger employees who had time to plan for the future would have to contribute more to their retirement. Plus, I heard that there is once again some study that says that we receive twice the reimbursement of private sector employees. I would like to see that study. This fits in well with articles that recount how hard it is to recruit and hold younger, talented employees.

All of this points to what we must do. Budget initiatives come from the House. We must not forget the Presidential Election, but our emphasis should be at the local level. We must make sure that our Representatives in the House, from where the money comes, understand what the lasting effect of attacking the federal employee will be. Appearances matters.

William Staarman. Bill told of a visit of Congressman Ryan Costello to his chapter meeting and where he stands on some political issues. He has established a friendship and can contact his office when need be.

Maria Ritzman, Immediate Past President. Members of the #458 Lebanon Chapter met with Congressman Dent in his office. He is interested in some of NARFE things. He did not vote for Planned Parenthood. He cares very much about military veterans and wrote a good report on Lebanon VA facility and Ft. Indiantown Gap. Her chapter would recruit at health fairs of these organizations. Younger members are not joining as much. We make most gains at pre-retirement seminars. Many don't want the NARFE Magazine; they don't read magazines anymore. She is struggling with getting officers, and membership is decreasing. Every quarterly newsletter her chapter has issued recently has an article about the duties and responsibilities officers. Older members have already served and don't want to serve again.

Chapters at risk have found the following: (1) older members do not use computers; (2) chapters can't get officers; (3) not increasing membership; (4) eligible people need to learn the goal and concerns of NARFE; (5) magazines are not read anymore; (6) need to work on retention and recruiting; and (7) record what NARFE has done for us.

WHAT NARFE CAN DO. Between November 1-15, we can get a 1-page message out to the chapters until the newsletter comes out November 15. We need "splash outs" on target activities. Let members know what NARFE is doing for them. We could mail this to prospective members at their offices. It is questionable whether this would be successful. It has been tried; some mail has been returned, some has not.

CONGRESSIONAL DISTRICT LEADER (CDL) NARFE GUIDANCE. There was a general discussion of what DCL is and how it is expected to work. A guidance pamphlet was issued by NARFE Headquarters to familiarize members with its proposal. This information is online.

STATEWIDE CHAPTER. The Board discussed the Statewide Chapter and how it would be funded. Officers would also be needed.

The Board Meeting recessed at 4:50 p.m. and will reconvene at 9:00 a.m. on Friday, October 23.

The Board Meeting reconvened on October 23, 2015. The meeting was called to order at 9:00 a.m.

OLD BUSINESS

Service Center Operations. The Executive Board Members voted at the July 2015 meeting to drop its support for the Service Center in Chambersburg. After visiting the Chapter, George requested the Board to reconsider this matter. The Board believes there are a number of negative reasons for not giving it our support, one of which is the Center is open only one or two days a week. The Board voted to reaffirm its decision to withdraw its support from the

Center. In the future, chapter members who do not have a local service officer should contact Federal Benefits at NARFE Headquarters by e-mail, FedBenefit@NARFE.org or by calling 703-838-7760, x269 or x271.

PA Statewide Chapter. This has been discussed previously and may still be created in time for the PA Convention.

NARFE-PAC. Richard Karakantas agreed to serve as the Board's NARFE-PAC representative and is willing to visit the chapters. Rich's e-mail address is rkirsman@mcn.com. Rich was welcomed to the Board.

Regional Training, April 4-5, 2016. The costs for the Regional Training to be held April 4-5, 2016, are \$97.00 per night, and \$80.00 registration. The location is in York, PA. The National President, Richard Thiesen, will be the main speaker. This is very close to the time of our Federation Convention and we will be stretched to offer a lot of support for this training. Larry Palecek made a motion that the Federation Executive Board may attend the symposium at the Federations expense regarding travel reimbursement and registration fee. Motion carried.

Board Members attending the training would stay longer for a Convention Planning Meeting through the morning of April 6. Motion carried. The Federation will reimburse PA chapters for the \$80.00 registration fee of four members from each chapter. If four members are not sent from other chapters, the unused allocations may be transferred to chapters to send more than four members.

Federation Convention, May 1-4, 2016. The Executive Board Meeting will be held prior to the Convention, on April 29-30. We may have NARFE members attending who are candidates for a National Office. Planning needs to begin for the 2018 Federation Convention. A Time and Place Committee was named consisting of John Shutack and Ray Hain. The time and place recommendation will be voted at the 2016 Convention; the new 2016-2018 Executive Board will meet at that location for its first meeting after the convention.

Betty Robinson has volunteered to be a Co-chair of the Convention Planning Committee. Another person will be named to work with her. The Valley Forge Visitors and Convention Bureau has offered to help with the goody bags and other local requirements. Chapters with individuals on the Committee share in the proceeds of the Convention. DVPs were reminded by the president that they should register as delegates-at-large. Betty and George will be meeting on finalizing the Convention Planning Committee. The president will appoint members to serve on other Convention Committees, e.g. Resolution Committee, Nominating Committee, etc., after the delegates have registered.

Organizing Federation into Congressional Districts. A Congressional District Leader (CDL) in Pennsylvania will be the primary contact person with an individual Member of Congress on NARFE issues. Initially, by PA Federation Board vote at the July 2015 Meeting, CDLs will form a subcommittee. CDLs do not replace our current District Vice Presidents (DVPs) who

are elected by caucus at our Federation Conventions. DVPs are required under our current bylaws. Persons interested in serving as the CDL for their Congressional District should contact the Federation President. The CDL subcommittee will work with Phil Goldstein.

Closing of 1575 Chapter. Chapter 1575 North Central Area has closed. This has already been discussed earlier.

NEW BUSINESS

- 1. Bylaw Upgrades for Chapters.** Updating a chapter's bylaws sometimes is a long and somewhat involved process. Many times items are added to chapter bylaws that really should be under a Standing Rule. Standing Rules are much easier to manage as the need for change occurs. The current bylaw form is on the NARFE website. Bylaw changes go to the Federation and then on to Headquarters. Other than listing the annual meeting, bylaws should not force a chapter to meet more frequently nor at a specific place. Chapters can set and must live by their own bylaws. F-21 Chapter Bylaws is the preferred standard.
- 2. Convention Committee Assignments.** After delegates are known, the Federation President will make the Convention Committee Assignments. A delegate may carry three proxies.
- 3. Strategic Planning Committee.** The Board took a look at Strategic Planning Recommendations Final. Members need to be aware of it. Strategic Planning includes non-mandatory chapter membership. Chapters certainly may come forward with bylaw changes. You can click on Strategic Planning button on the NARFE website and it will take you to the plan. Or type in the following: <http://www.narfe.org/member/articles.cfm?ID=3799>. Headquarters is very open about their plans. There will be less effort to support forming new chapters. Our national membership is now 224,000 members.
- 4. Convention Resolutions.** Each chapter is asked to submit its convention information in a timely matter. The Federation Board expects to submit a resolution(s) and encourages each chapter to do so as well.

OPEN MIC.

The schedule for the training should be out in a day or two and will be forwarded to the Board. PA Federation will be unable to work with the Training Program because the PA Federation Convention is shortly after and our time needs to be devoted to the Convention. The message is to get members to attend the Training Program for their chapter officers.

Members must be congenial in greeting convention attendees and make them feel welcome.

The packet for the F-100 is available on line.

Dick made a motion, seconded by Mary, that the Federation will pay \$100.00 to each chapter that sends a voting delegate to the Pennsylvania Convention in May, 2016; this does not apply for chapters who designate a proxy. Motion carried.

Online F-7 should be used for updating a chapter's officers.

NEXT BOARD MEETING.

The next full Federation Executive Board Meeting will be held on April 29-30, 2016, prior to the opening of the Federation Convention which will be held May 1-4, 2016, at the Valley Forge Radisson Hotel.

The Board Meeting adjourned at 11:40 a.m.

Respectfully submitted,

Virginia L. Giordano
Secretary

Attach: as