

## **Institutional Change**

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"Institutional Change" is sometimes a scary thought. Many companies and institutions are currently undergoing change. It is sometimes uneasy for an organization's employees and members. The National Active and Retired Federal Employees Association (NARFE) has voted to embark on this path of change. Some changes include changing the NARFE National leadership structure from four executive officers to two, the employment of an executive director, optional chapter membership and one-member-one-vote.

The Future of NARFE (FON) Committee has come up with proposals to streamline NARFE. One of those proposals is to have - at the federation level - members that will work to influence our congressional legislators to vote for legislation beneficial to Federal civilian employees, and annuitants or potential annuitants, under any Federal civilian retirement system; and to oppose legislation that may adversely affect our earned benefits. **This is a major NARFE objective:**

- To sponsor and support legislation, rules and regulations beneficial to federal civilian employees and annuitants and potential annuitants under any federal civilian retirement system and to oppose those detrimental to their interests.
- To oppose legislation, rules and regulations detrimental to the interests of Federal civilian employees, and annuitants or potential annuitants under any Federal civilian retirement system.

The Texas Federation Executive Board and the National Legislative Representative will appoint, train, and financially assist 36 Congressional District Leaders (CDLs), and 2 Senatorial Leaders (SLs). Their mission will be to visit congressional legislators and/or staff at the local level. In keeping with our organization's policy, CDLs and SLs will be non-partisan in their interactions with legislators and staff. Simply put, they will outline why a particular bill will benefit, or adversely impact, NARFE members. This requires that the CDL and SL be fully prepared to discuss the pros and cons of a specific bill.

As I write this article, I am aware that the success or failure of our organization is in the hands of our federation leaders, chapter officers and our membership at large. So, what will it take to make this effort successful? It will take each of us to "buy-in" and support this effort! Success is a team effort!