

1 **March 5-7, 2025**
 2 **NARFE National Executive Board (NEB) Meeting**
 3 **Location: Virtual Meeting, Alexandria, Virginia**

4
 5 **Wednesday, March 5, 2025**
 6 **Call to Order 10:10 AM EST by National President (NP) William Shackelford**
 7 **Moment of Silence**
 8 **Pledge of Allegiance led by Regional Vice President (RVP) Jeff Anliker**
 9 **Roll Call by National Secretary/Treasurer (N S/T) Cindy Renee’ Blythe**
 10 **Presentation of the Agenda**

11 **Present:**

12 **National Officers**

13 President (NP)	William Shackelford
14 Secretary/Treasurer (N S/T)	Cindy Renee’ Blythe

15
 16
 17 **Regional Vice Presidents (RVPs)**

Region I	Jeff Anliker	Region VI	Patricia Ashton
Region II	Paul Schwartz	Region VII	Sharon Reese
Region III	Lynn Harper	Region VIII	John Almquist
Region IV	Ed Konys	Region IX	Steven Roy (Excused Absence)
Region V	Linda Sawvell	Region X	Robert Allen

18
 19 **Staff**

20 Senior Director, Technology & Communications	Jenn Rafael
21 Director, Member Engagement	Nora MacDonald
22 Manager, Executive Office & Governance Operations	Towanda Franklin

23
 24 **Guest** None

25
 26 NP Shackelford called the meeting to order at 10:10 am EST. N S/T Blythe advised that a
 27 quorum was present. The National Executive Board meeting is being held virtually. Manager,
 28 Executive Office and Governance Operations, Towanda Franklin, served as ZOOM host. This
 29 meeting was recorded.

30
 31 **Presentation of the Agenda**

32
 33 NP Shackelford presented the agenda. The agenda was adopted as presented by unanimous
 34 consent of those present.

1 The following sets of minutes from previous NEB meetings were approved and will be uploaded
2 to the NARFE.org website:

August 28-29, 2023	June 17, 2024
December 6-7, 2023	July 18, 2024
March 21-22, 2024	August 15-17, 2024
April 4, 2024	November 15, 2024
May 16, 2024	December 10-12, 2024

3
4 The purpose of this NEB meeting was to address agenda items not accomplished during previous
5 meetings. The following subjects proposed by Past RVP VIII Ruskamp were withdrawn by RVP
6 VIII Almquist. The subjects withdrawn:

- 7 • Support for Disabled Members
- 8 • NEB Meeting Minutes Finalization
- 9 • Monthly HQ Reports for Chapter Meetings
- 10 • Federation Governance
- 11 • Federation NOM Liaison Officer
- 12 • New Chapter Type – Social

13
14 The subject carried forward from a previous meeting, Storage of Chapter/Federation Records,
15 from RVP Harper was discussed. NP Shackelford addressed this subject in his weekly
16 newsletter column. RVP Harper was satisfied with the information, so no further action is
17 necessary.

18
19 The National Bylaws have been updated per membership vote of the 2024 election process. The
20 books are printed and will be distributed to the RVPs. They will receive a copy for each
21 Federation in their Region, with five copies being distributed to each Federation for their
22 Executive Boards.

23
24 A discussion ensued regarding all NARFE position descriptions. RVP Allen introduced this
25 subject at the December 2023 NEB meeting. When NARFE moves forward on the management
26 study, this topic will be handled. No further action is necessary.

27
28 Senior Director, Technology & Communications, Jenn Rafael briefed the NEB on the status of
29 utilizing Informz as a method for RVPs to communicate with members in the Regions. Informz
30 uses marketing information lists that are updated daily so reaching our members would be easier
31 than utilizing FEDHub. Jenn will create branded regional templates. The Communications
32 department has established mailing lists for the RVPs. The difference between Informz and
33 FEDHub is that Informz would reach a specific group while FEDHub should still be used to
34 reach all members within the Region.

35
36 A discussion regarding the proper use of FEDHub was initiated. The Configuration Advisory
37 Board (CAB) has created several tutorials for FEDHub. Jenn will send the RVPs the link to the
38 tutorials.

39
40 The topic regarding a “NARFE App” has been discussed for several years. This falls directly
41 under the Technology & Communications department; Jenn has been looking into what type of
42 app would best serve NARFE. For NARFE to receive any benefit, the apps need to be tailored to
43 a specific event, i.e., FedCon or LegCon and it would be wise to have a sponsor rather than
44 NARFE expend the funds like the FedCon24 app that was sponsored by one of the vendors.

1 The item of 2026 Election/Voting Procedures was discussed. The policy in the Policy Manual
2 must be updated with emphasis on the timeline. Specifically, the magazine and when the
3 information will be included. It is important that the magazine's size be correctly identified.
4 Senior Director, Technology & Communication Jenn Rafael assured the NEB that the Region
5 queries have been rebuilt so the balloting issue in 2024 will not be an issue for the 2026 election
6 period.

7
8 **Motion #01-03-25, Rescind Motion #14-06-23** made by RVP Allen, seconded by RVP Anliker
9 states that “The motion #14-06-23 be rescinded by the current NEB.” Motion #14-06-23
10 approved the return of NARFE to a delegate voting situation, effectively eliminating the
11 One-Member-One-Vote ruling during the election process. With a vote of 10 yeas, 1 nay, and 1
12 excused absence **motion passed.**

YEA

Region I VP Anliker
Region III VP Harper
Region IV VP Konys
Region V VP Sawvell
Region VI VP Ashton
Region VII VP Reese
Region VIII VP Almquist
Region X VP Allen
NS/T Blythe
NP Shackelford

NAY

Region II VP Schwartz

ABSENT

Region IX VP Roy

13
14 RVP Harper presented the Membership Advisory Committee (MAC) report. The MAC has been
15 working on updating the membership renewal form. A final report will be coming soon,
16 possibly at the next NEB meeting. The sub-committee working on the Dues Category Project
17 will present their final report during the next NEB meeting.
18

19 **Motion #02-03-25, Membership Recruitment Incentives** made by RVP Harper, seconded by
20 RVP Reese states that “The Active Federal Employees (AFE) Recruitment Incentive Program
21 and the regular Membership Recruitment Incentive Program be offered again in 2025 and 2026.
22 Both of these programs have been effective for a number of years.” **Motion passed by**
23 **unanimous consent of those present.**

24
25 **Motion #03-03-25, Communications Access Policy** made by RVP Allen, seconded by RVP
26 Anliker states that “The staff implement the NEB motions of December 2023 (12-12-23) and
27 March 2024 (05-08-24) requiring a written communications access policy based on the outline as
28 provided in December 2023 and March 2024 NEB minutes. The staff will provide the draft
29 policy to the NEB for discussion and approval at the next NEB meeting.” **Motion passed by**
30 **unanimous consent of those present.**

31
32 **Motion #04-03-25, Monthly Membership Reports** made by RVP Harper, seconded by RVP
33 Allen states that “The monthly membership reports currently prepared by the Membership
34 Directorate be revised to include more detailed/meaningful info that RVPs and Federations can
35 use to tailor their recruiting and retention efforts. The membership reports should show specific
36 data related to NARFE members.” With a vote of 5 yeas, 6 nays, and 1 excused absence, **motion**
37 **failed.**

YEA

Region III VP Harper

NAY

Region I VP Anliker

ABSENT

Region IX VP Roy

Region V Sawvell
Region VI VP Ashton
Region VIII VP Almquist
Region X VP Allen

Region II VP Schwartz
Region IV VP Konys
Region VII VP Reese
N S/T Blythe
NP Shackelford

1 **Motion #05-03-25, Management and Structure Study** made by RVP Allen, seconded by RVP
2 Harper states that “The National President, National Secretary/Treasurer, and the NARFE
3 Human Resources Director draft an RFP to conduct the management study approved by the NEB
4 as motion #05-08-24 during the August 2024 NEB meeting. The RFP will be presented to the
5 NEB for approval NLT May 1, 2025. The RFP will be open for 30 days.” With a vote of 2 yeas,
6 9 nays and 1 excused absence, **motion failed.**

YEA

Region II VP Schwartz
Region X VP Allen

NAY

Region I VP Anliker
Region III VP Harper
Region IV VP Konys
Region V VP Sawvell
Region VI VP Ashton
Region VII VP Reese
Region VIII VP Almquist
N S/T Blythe
NP Shackelford

ABSENT

Region IX VP Roy

7
8 Having no further business to discuss, meeting recessed until called to order by the National
9 President.

10
11 **Thursday, March 6, 2025**

12 **Call to Order 10:00 AM EST by National President (NP) Shackelford**
13 **Roll Call by National Secretary/Treasurer (N S/T) Cindy Renee’ Blythe**

14
15 **Present:**

16 **National Officers**

17 **President (NP)**

William Shackelford

18 **Secretary/Treasurer (N S/T)**

Cindy Renee’ Blythe

19

20 **Regional Vice Presidents (RVPs)**

Region I	Jeff Anliker	Region VI	Patricia Ashton
Region II	Paul Schwartz	Region VII	Sharon Reese
Region III	Lynn Harper	Region VIII	John Almquist
Region IV	Ed Konys	Region IX	Steven Roy
Region V	Linda Sawvell	Region X	Robert Allen

21

22 **Staff**

Staff Vice President, Policy and Programs
Director, Member Engagement

John Hatton
Nora MacDonald

23

24 **Guests**

25 Street Level Studio & BRG

26

27 Street Level Studio presented an update on the Membership Marketing Project. Starting on
28 March 10, 2025, NARFE will be hitting the radio airwaves and be seen in railcars on the DC
29 Metro. A large digital marketing campaign will also start March 10, 2025. NARFE will be

1 featured in Google ads as well as LinkedIn and Meta platforms. There was significant interest in
2 reaching beyond the DC area. Street Level Studio agreed to work with regional areas that have
3 large deposits of potential members to explore the reach. Positive membership increases have
4 been seen that can be credited directly to the work Street Level Studio has done for NARFE.
5 The Street Level Studio presentations will be uploaded to the NARFE.org website.
6

7 **Motion #06-03-25, Establish an Interview Panel Structure** made by RVP Roy and seconded
8 by RVP Almquist states that “The National Executive Board (NEB) establish an interview panel
9 consisting of 3 to 5 NEB members as volunteers to serve on the interview panel. The interview
10 panel shall interview all senior level candidates and make final recommendations to the full NEB
11 for employment at NARFE.” With a vote of 4 yeas, 8 nays, and 0 abstentions, **motion failed.**

YEA

Region II VP Schwartz
Region VIII Almquist
Region IX Roy
Region X VP Allen

NAY

Region I VP Anliker
Region III VP Harper
Region IV VP Konys
Region V VP Sawvell
Region VI VP Ashton
Region VII VP Reese
N S/T Blythe
NP Shackelford

ABSTAIN

12
13 Staff Vice President Policy and Programs John Hatton presented an overview of recent advocacy
14 actions (including lawsuits). NARFE partnered with Protect Democracy for pro bono legal
15 services to challenge Executive Actions taken by the current Presidential administration.
16 NARFE entered as a co-plaintiff with the Government Accountability Project (GAP) on a
17 complaint filed in federal district court for the District of Columbia on February 6, 2025. There
18 are two suits; one alleges violation of the Civil Service Reform Act (CSRA) and the other alleges
19 violation of the Administrative Procedures Act (APA). NARFE is also a co-plaintiff with
20 American Federation of Teachers (AFT) and the International Association of Machinists and
21 Aerospace Workers (IAMAW) alleging violations of the Privacy Act by the Department of
22 Education (ED), the Office of Personnel Management (OPM) and the Department of Treasury
23 (DOT). Staff Vice President Hatton’s presentation will be uploaded to the NARFE.org website.
24

25 **Motion #07-03-25, Protect Democracy & Federal District Court Complaint** made by RVP
26 Almquist and seconded by RVP Ashton states that “The NEB of NARFE support, endorse, and
27 to the extent needed approve the filing in the Federal District Court of the District of Columbia,
28 of the Complaint filed by Protect Democracy and NARFE, to enjoin any use of Schedule P/C
29 (formally known as Schedule F), by OPM, OMB, or any other federal agency, which would
30 reclassify federal employees, hired under the historic ad statutorily mandated merit based civil
31 service system and structure, into an employment classification resembling an “At-Will”
32 employee.” **Motion passed by unanimous consent.**

33
34 **Motion #08-03-25, Budget for Future Injunctions & Litigation** made by RVP Almquist and
35 seconded by RVP Reese states that “The NEB of NARFE agrees to provide a budget, (of a
36 maximum of \$48,000), for incidental expenses, pursuant to the filing of pro-bono injunctions and
37 complaints in federal district court. This must be pursuant to NARFE’s stated mission to further
38 the protections of federal employees and their benefits, consistent with IRC 501(c)(5), and
39 Department of Treasury guidance.” **Motion passed by unanimous consent.**
40

1 **Motion #09-03-25, American Federation of Teachers v. Bessent** made by RVP Almquist and
2 seconded by Lynn Harper states that “The NEB of NARFE support, endorse, and to the extent
3 needed approve the filing in the Federal District Court (District of Maryland), of the complaint
4 filed by the American Federation of Teachers, NARFE, and other parties and federal employee
5 unions, seeking to enjoin the unfettered access, given to private individuals in the employ of
6 Elon Musk, into statutorily protected data and secrets, which are protected under the Federal
7 Privacy Act.” **Motion passed by unanimous consent.**

8

9 With no further business, the meeting was adjourned at 2:20 pm EST.

10

11 Approved:

12

13

14

15

16

Cindy Renee' Blythe

Cindy Renee' Blythe
National Secretary/Treasurer

March 9, 2025

Date