



NARFE/CSFC

Cal Feds

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National Active and Retired Federal Employees Association



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“The Voice of the Federation”

August 2008

NEW CHAPTER FORMED IN TEHACHAPI



Region VIII Vice President swears in the Charter Officers of Tehachapi Chapter 2352, L-R; C. Don Stephens, Secretary/Treasurer; Forney Lumdy and Vernon Funkhouser, President.

ORGANIZING A NEW CHAPTER

By Helen Zajac

CSFC Immediate Past President

On the evening of January 23, 2008 the California State Federation of Chapters added a NEW CHAPTER to the Federation, the 97th – the Tehachapi Chapter #2352 which meets at 7:00 p.m. This is the first new chapter organized in California in ten years.

How does a new chapter get organized? It starts with a question, “Why isn’t there a chapter in my town? That question came from an active federal employee, Vern Funkhouser, who was assigned to the Antelope Valley Chapter (continued on page 2, column 1)

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In the front row L-R: C. Don Stephens (Secty/Treas), Cecil Dome and Mary Dome. In the back row are: H. Ray Harrington,(CSFC Pres), Nancy Custer, Charles (Ed) Custer, Vern Funkhouser (President), Mary Funkhouser, Eldon Kordes, Helen Zajac (CSFC Immediate Past President).

#877- a drive of nearly 100 miles round trip, for a meeting during the day while he was working. He subsequently transferred to a closer chapter, Bakersfield Chapter #68 – a drive of only 90 miles, but again the meetings were during the day.

Working with Vern (who also volunteered to be Chapter President), the Federation President (at the time of the question) sent out a survey to NARFE members living in the area. Half of the members responded and half of those responses were favorable – so an organizing meeting was planned. A letter was sent to all members in the area, and at the first meeting, the now Immediate Past Federation President, Helen Zajac, outlined the reasons to have a local chapter, focusing on mainly legislative issues, and identifying the need to reach more members of the federal community so they could join with us in our goal to preserve our earned benefits. At that meeting, the members voted to establish a chapter, voted on the name, and established the chapter dues. Most interestingly, not one of these NARFE members had ever attended a meeting, because of the distance to attend a chapter meeting!

After the first meeting, a letter was sent to all existing NARFE members in the area, identifying what had been done at the first meeting, the decisions made and identifying what would be accomplished at the second meeting. At the second meeting a vote was taken on the Chapter Bylaws, and more information about NARFE including notification about the Senate Hearing on GPO/WEP and encouraging those affected to contact their Congressmen and the members of the Senate Committee; Information was provided regarding each of the Chapter Officers and Chairmen as well as the guidelines for each; NARFE-PAC (two pins were sold), FEEA (both disaster and scholarship); and packets used at Health Fairs and Pre-Retirement Seminars were distributed

– for recruiting more members from the Federal Community.

Another letter was sent to all NARFE members in the area alerting members of what had happened at the second meeting and notifying them of a third meeting. At this third meeting an effort was made to encourage more members to participate in leadership positions with an added emphasis on Membership and Retention. Plans were made to hold a Charter Installation in January where invitations included the Region VIII Vice President Forney Lundy and the Federation President Ray Harrington.

One more letter will be sent out to identify the fact that the new Chapter has chartered and will be meeting. The Immediate Past Federation President is also planning a full day of Officer/Chair training to assist those members in establishing and growing their new chapter.

It takes a desire to have a chapter nearby, and the willingness of at least 5 members to establish a new chapter. Best of all this new Chapter can be exactly what you want it to be – it can meet for breakfast, dinner, on a weekend; it can be just a short business meeting; it can even be at a Federal Facility... which resulted in one more question: Why isn't there a chapter at Edwards Air Force Base? Could there be more volunteers willing to start a new chapter in CA? ***"If you can dream it, you can do it!"*** Contact your Federation President **TODAY!**

Editors Note: The California State Federation of Chapters applaud Helen Zajac for all her efforts in making it possible for Tehachapi Chapter 2352 to be formed to serve the needs of its members and potential members.

**CSFC FIELD-GENERAL FY INCOME
EXPENSE STATEMENT
04/01/2007 through 03/31/2008
(In U. S. Dollars)**

INCOME

302 Interest CD	885.96
403 Per Capita Dues.	26,036.00
801 Income	69,435.66
802 Interest	12.55
804 Income	2,578.00

TOTAL INCOME 98,948.19

EXPENSES

501C Del Roster C	418.04
501D Secty. Supplies C	27.52
501F Conv Rec Secty C	647.02
501G Const. Byl Bk. C	1,257.02
501H Summary Conv. C	945.22
501J Postage C	26.70
502A Standing Comm C	12.12
502C Host Committee	21.46
502D Sgt at Arms Comm C	405.03
506A Ex Bd. Mbrs C	12,550.51
506B Parliamentarian C	873.02
506C Recog. Lunch C	957.92
506F Nat. Leg. Dir. C	470.88
506G Mbr. Inct. Award	1,670.00
506H Eulogy C	285.48
506L AudioVis.-Compt Rec C	903.16
507C Federation Training	1,307.20
510B National Membership	893.87
511 Miscellaneous	110.00
513 Directory of Chapters	748.32
901 Chapter Visits	13,916.38
902 Organizing New Chapters	3,197.85
903 Revitalize Chapters	556.30
905 National Legislation	1,856.86
906 State Legislation	510.62
907 Public Relations	-321.91
908 Membership Rec,	862.03
909 Executive Board Meetings	25,979.46
910 Other Organizations	903.44
912 Secretary Main.	1,500.00
913 Treasures Main.	1,500.00
914 District Meetings	8,367.62
915 Printing Supplies	6,878.20
916 Postage	953.15

917 Telephone	2,079.88
918 Miscellaneous	1.00
919A Recording Secty.	11.66
919B NARFE-PAC	350.92
919C Assistant Secty.	105.45
919E Webmaster	343.30
919F Alzheimer's	773.23
920 Service Comm.	831.58
922 Audit Comm.	313.63
924 Nominating Comm.	43.87
925 Immed. Past President	1,736.07
TOTAL EXPENSES	97,781.14

TRANSFERS

From Field & General Checking Account	0.00
From Field & General Accounts Receivable	2,500.00
To Field & General Checking Account	-1,500.00
To Field & General Accounts Receivable	-1,000.00
TOTAL TRANSFERS	0.00

OVERALL TOTAL 1,167.05

In April 2008, Alice Falls, Chapter 0045, Chair of the Audit Committee and Richard Neale, Chapter 0352 Audit Committee Member, Audited all the accounts of the California State Federation of Chapters under the care of Werner Gumpert, CSFC Treasurer and found that all the accounts were properly maintained and balanced.

CPI-W 2007-2008

CPI-W		Monthly % Change	% Toward Next COLA
Oct.	204.3	0.2	0.3
Nov.	205.8	0.8	1.1
Dec.	205.7	-0.1	1.0
Jan.	206.7	0.5	1.5
Feb.	207.3	0.2	1.8
Mar.	209.1	0.9	2.7
Apr.	210.7	0.7	3.5
May	212.8	1.0	4.5
June	215.2	1.1	5.7
July	216.3	0.5	6.2

The August CPI-W will be released 09/16/2008

“THINGS TO CONSIDER”
by
FORNEY LUNDY, REGION VIII VP

The National Executive Board is receiving a considerable amount of suggestions that NARFE go in a different direction Legislative wise! Some want us to forget about Government Pension Offset / Windfall Elimination Provision (GPO/WEP) and concentrate on an area where we might be able to get something approved! According to our National Bylaws, our legislative agenda is established by the delegates at each National Convention. If you want a change, a resolution would be required to shift our priorities. Resolutions should be submitted to the National Secretary using the new resolution forms before the June 2nd deadline.

Also in the Bylaws, Article IV, Section 2. Objectives: Subsection A states: “Establishing, at the local level, programs for the recruitment and retention of Association members”. National data indicates that less than one percent of our membership ever recruits new members. How can we improve those numbers? Be Pro-Active! Does your chapter have a membership plan? Does it have a membership committee committed to recruitment and retention? When you meet someone new, make an attempt to find out if they qualify for NARFE membership. If they do, ask them if they are a member, give them an application and invite them to your next chapter meeting.

I’d like to encourage you to attend our National Convention at the Galt House, in Louisville, KY September 7 – 12, 2008. Room rates are very reasonable at \$75 for single or double, plus tax. If you will be attending, as a delegate, please consider applying for a committee assignment.

Louisville is a city that has many attractions and if you’re going, why not go early or stay over a few days and enjoy the area. The hotel will honor the convention rate from September 2nd until September 13th. Let’s make Region VIII well represented at this year’s convention! If you are not sending a delegate, don’t forget to designate a proxy. Hope to see you there.

Personal Note: As most of you know, this is my last year as your elected Regional Vice President. I can’t tell you how much I have enjoyed being your representative on the National Executive Board. During the past six years I have learned more about our organization and its members than I thought possible. Since 911, travel is not what it used to be and at times, I didn’t know which way was up. I did, however, use the opportunity to pass out lots of applications as I went through many TSA security lines in many different airports. I have traveled from Alaska to Florida and from Guam to New York. Being on the site selection committee has allowed me to visit many different cities and hotels and meet some really nice people. I am now working with the third set of federation presidents in California, Hawaii and Nevada. Without the cooperation, assistance, understanding and just plain hard work from all of the federation and chapter officers, my job would have been much more difficult. I have tried to ensure that your views were considered and discussed by the full NEB. Of course, not everything went as planned, nor did I always convince the NEB to go along with all of your ideas and suggestions. Communications has always been high on my list of priorities, as well as membership recruitment and retention. Service to the members has been a goal for me, ever since I took this job. I hope you feel that you were represented well. Even though I still have the pre and post convention board meetings to attend and report on, I wanted to take this opportunity to thank some people who have been a great help to me over these past six years. I especially want to thank all of the staff at NARFE Headquarters. They always responded to any request promptly and efficiently. All of region VIII should be very proud of the work that the headquarters staff does. I also want to acknowledge and thank my teacher daughter Donna for being my proofreader, editor, grammar and spell checker during my terms in office. Last but not least, I want to really – really thank my wife Kay for putting up with me and this job for the past six years. She has always supported me and when possible traveled with me. It seems I have dragged her all over these United States. I am looking forward to spending some time at home and doing the normal things that a retiree should do. Like play a little golf! Again, thank you for electing me your Regional Vice President in Greensboro, Reno and Albuquerque. Its been a blast!

Warm Regards and many thanks,
Forney A. Lundy, Regional Vice President

***Forney, your great work
as RVP is appreciated.***

Thank You! From, CSFC

(Editors Note: This is the second in a series of articles about the new District Vice Presidents. This issue we are introducing, Lee Manak, District III Vice President.)

**LENORE MANAK
District III Vice President**

Lenore Manak migrated from Illinois in 1961 and followed a career goal in nursing completing her education with a Masters Degree in Health Care Administration. After a 43 year nursing career, she retired from the Department of Veterans Affairs, Loma Linda Veterans Hospital in 1997. During her 20 year career at the VA Hospital, she developed the Out-Patient Diabetic Teaching Program, the Home Care Program, and retired as the Associate Chief Nursing Service Geriatrics/Extended Care. Her 3 children, 5 grandchildren, and 5 great grandchildren all live in Southern California, which makes her very happy.

Lenore joined NARFE Chapter 73 in 1997 and was soon elected as 1st VP followed by two terms as President. During this tenure she also served as Chapter National Legislation and CSFC National Legislation District III Committee Chairs, which she continues to hold. Her professional and community activities include:

- Nurses Organization of Veterans Affairs-Natl. Membership Sec. & member Board of Directors
- American Business Women's Association-Chapter Scholarship Chair
- San Bernardino Co. Probation Department-Highland Youth Accountability Board
- San Bernardino Co.-Member County Grand Jury, 1998-1999
- League of Women Voters San Bernardino-Chap. Membership Chair then Pres. three years

Her interests include: water sports, baseball, camping, reading, & TRAVEL

NARFE Goals as District III Vice President- 1. Assist Chapters who need on-going support in officer development and membership growth. 2. Foster NARFE's legislation agenda. 3. Maintain communication with District Chapters via visitations and computer access. 4. Encourage utilization of their member's skills in fostering Chapter teamwork. 5. Encourage Chapter's participation in community activities.

LETTER TO THE EDITOR

Dear Editor,

There is a movement afoot to have a Resolution passed at the upcoming National Convention in Louisville that would, in essence, drop the requirement for members to pay Chapter dues and thereby eliminate the necessity for members to "belong to a Chapter." I refer to Motion #02-04-08 approved at the February 2008 National Executive Board meeting.

As I understand, one of the thoughts for doing this is to stop the drop in membership that is perceived to be caused by the requirement to "belong to a Chapter." In our Chapter of 446 voting members, where Chapter membership requires annual dues of only \$7.00, only about half of the members desire to be notified of meetings. The main reason for non-attendance at meetings is the inability to drive, residing in a nursing home, etc. Those in this latter group, however, have NOT dropped their membership. Drop in membership occurs when members die or, if in a nursing home, their children do not understand the importance of maintaining membership in NARFE. This drop will continue under the "Association Dues" concept.

Contrary to the belief of some Association members that Chapters don't serve any purpose and only want the revenue (Letters, "Perplexed" in January 2006 of "Retirement Life.") Chapters DO serve a purpose. Chapters are the grass roots of the NARFE Organization where decisions are made on the course of the action that the Association takes. Also, the importance of the Chapter Service Officer and what they do cannot be stressed enough. I would like to ask "Perplexed" to accompany Service Officers when assisting members file claims for benefits, etc. From where do members who do not desire to belong to a Chapter (or their families) expect to receive assistance when the need arises? And the need will arise.

I believe that NARFE, at the National level, does not do enough to espouse the benefits of belonging to a Chapter.

To say there should be one Association Dues and then add that a certain amount will be "rebated" to (continued on Page 6, column 1)

the Chapter, is no different then what is being done now, that is, National and Chapter dues are paid to Headquarters, with the Chapter dues being "rebated" to the Chapter.

Under the Association Dues concept, when money is rebated to a Chapter, how will a Chapter know whether or not the member "belongs to the chapter?"

If Chapter delegates vote at the 2008 National Convention to adopt ANY Resolution requiring single dues and eliminating the requirement for members to "belong to a Chapter," they are betraying the members of their Chapter who have worked to make NARFE what it is today.

Jeannie C. Sprenger
Secretary and Service Officer
Long Beach Chapter 21



PENDULUM ORCHESTRA

Pictured above is the Pendulum Orchestra the group that will play for your listening and dancing pleasure at the National Convention Banquet on September 11, 2008. A NARFE Member from Kentucky is in the brass section. And he plays a "mean" horn.

Who Says NARFE Does Not Communicate? By: Andy Morgen, CSFC EVP

They say there is always someone who doesn't get the word, and in NARFE, there is no exception, even though NARFE literally inundates its members with information vital to their interests. Below is a compilation of media and special events generated by NARFE at the national, federation and chapter levels. I think I covered them all, but there may be one or more I missed. If you feel you are not receiving enough NARFE information, please let me know, and I'll see that you get it.

National Level

Media

- NARFE Magazine
- NARFE Web Site
- Quarterly News
- Recruiter's Journal & Quarterly
- GEMS Weekly Email
- NARFE Online Reports
- Legislative Alerts

Special Events

- National Biennial Conventions
- National Executive Board Meetings
- Legislative Conferences
- Lobby Month

Federation Level

Media

- CSFC Newsletter
- Web Site
- Cal NARFE Net/GEMS
- Convention Summaries
- DVP Newsletters

Special Events

- Federation Biennial Conventions
- Federation Web Site
- Training Seminars
- Executive Board Meetings
- Annual District Meetings
- Health Fairs
- Postal Legislative Coalition

Chapter Level

Media

- Chapter Newsletters
- Chapter Web Site

Special Events

- Chapter Meetings
- Chapter Executive Board Meetings
- Presidents' Councils
- Memory Walks
- Fund Raisers

Alzheimer's Performance

Contributed By

Dr. George Rajewski

Region VIII Alzheimer's Coordinator

Las Vegas, NV 89144

<u>1 July – 30 June</u> <u>Fiscal Year</u>	<u>California</u> <u>Amount</u>
2001	\$30,265.39
2002	\$33,255.60
2003	\$23,793.00
2004	\$28,067.32
2005	\$24,814.19
2006	\$21,995.23
2007	\$27,301.04
2008	\$26,406.49
2009	

Nationally, NARFE members and Chapters have contributed **\$7,548,155.89 to Alzheimer's Research through June 30, 2008**. We are well on our way to meet the goal of Eight Million Dollars by 2010.

Every contribution made to Alzheimer's Research is appreciated. A big, "Thank you" to all who have contributed to NARFE Alzheimer's.



ACTIVE FEDERAL EMPLOYEES

By; Robert Davidson II

CSFC Active Employee Coordinator

OSC Tightening Up on Hatch Act

It's that time of year/cycle again – ELECTION TIME!

Working for Uncle Sam puts more pressure on you as a Federal Employee than if you were an ordinary citizen. You are restricted in what you can do and say during this crazy season

and it is going to be a long one this year. So pay heed to the following information and stay out of trouble.

The Office of Special Counsel -- enforcer of the Hatch Act's prohibition against partisan activity while on the job -- has toughened its stance on using government email to engage in political activity.

Previously its stance was that sending a couple emails here and there to a coworker expressing political views was ok because it amounted to water cooler chatter and not active politicking, but citing four decisions the Merit Systems Protection Board issued last year, it is now taking an absolutist stance.

It has removed an advisory that stated the equivalent of water-cooler conversation is passable under the Hatch Act, and under which the defendants in the MSPB cases argued their emails were not in violation.

In one case the MSPB upheld the suspension of a defendant that had sent a group email with an attachment promoting a Halloween party that doubled as a rally for a congressional candidate.

Another case dealt with sending propaganda designed to influence the reader's choice for president leading up to the 2004 elections. MSPB decided disciplinary action was warranted.

Another decision upheld the dismissal of a federal employee and elected official of the California Green party who had sent numerous emails from his government computer aimed at the success of the Green party including outreach and fund raising.

"The Hatch Act prohibits federal employees from sending e-mails that advocate for a political party or candidate for partisan public office while on duty or in a federal building, and engaging in such activity may subject them to disciplinary action, including the loss of their job," special counsel Scott Bloch said, adding, "No political activity means no political activity, regardless of the specific technology used."

(continued page 8 column 1)

**Permitted/Prohibited Activities for Employees
Who May Participate in Partisan Political
Activity**

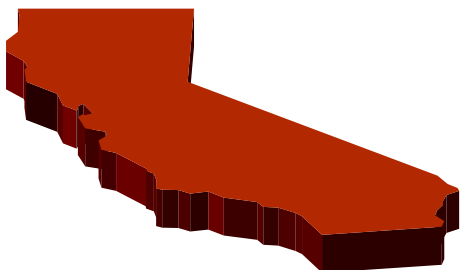
These federal and D.C. employees MAY –

- be candidates for public office in nonpartisan elections
- register and vote as they choose
- assist in voter registration drives
- express opinions about candidates and issues
- contribute money to political organizations
- attend political fundraising functions
- attend and be active at political rallies and meetings
- join and be an active member of a political party or club
- sign nominating petitions
- campaign for or against referendum questions, constitutional amendments, municipal ordinances
- campaign for or against candidates in partisan elections
- make campaign speeches for candidates in partisan elections
- distribute campaign literature in partisan elections
- hold office in political clubs or parties
-

These federal and D.C. employees MAY NOT –

- use official authority or influence to interfere with an election
- solicit or discourage political activity of anyone with business before their agency
- solicit or receive political contributions (may be done in certain limited situations by federal labor or other employee organizations)
- be candidates for public office in partisan elections
- engage in political activity while:
 - on duty
 - in a government office
 - wearing an official uniform
 - using a government vehicle
- wear partisan political buttons on duty

The above information was gathered from Federal Manager's Daily Report, Tuesday, April 10, 2007 and from the OSC website at www.osc.gov/ha_fed.htm where you can get more information and other documents.



2008 NATIONAL CONVENTION

On September 9th we will convene in Louisville, Kentucky for the 30th National Convention of NARFE. At this convention the future of our organization will be determined by those who are attending the convention as voting representatives of their home chapter or as proxy holder for chapters that cannot send a representative.

There are 82 resolutions that will go before convention committees, where each resolution will be discussed, debated and made ready by the committee for presentation to the floor of the convention. The committees will recommend that the resolutions, which they were charged with discussing, are grouped as recommendation for accepting or recommendation for rejection. Once the committee gives their report, delegates from the floor will indicate which resolutions they would like to be withheld for debate on the floor. This motion will require another delegate to second the motion. Those resolutions that are withheld will be debated from the floor.

It is important that each chapter give their voting representative or proxy holder instructions on how they want to vote on Resolutions, National Officers and Convention City. These representatives are required to follow your instructions on how to vote. This is the cornerstone of our representative National Convention.

Last month every chapter and delegate was sent the 2008 book of Bylaws, Standing Rules & General Resolutions. Please study this book and make clear decisions for the future of NARFE.

ASSOCIATION DUES

Resolutions 08-03 thru 08-06 are resolutions to establish Single or Association Dues for every chapter.

I have asked two leaders of the California Federation to give me their opinions of Association Dues so you may make an intelligent decision on an item that has been discussed at the last four National Conventions. Bob Davidson, District Vice President, District I has taken the pro side of the debate and Bob Bishop, President Placer Chapter 1354 takes the con side.

Thank you both for your excellent contribution to NARFE.

PRO ASSOCIATION DUES

COMMENTS IN FAVOR OF SINGLE DUES

Several months ago I was talking to a NARFE member candidate. After I explained the NARFE purpose and goals, he asked what it cost to belong. I told him \$33 for the first year and when he asked about the second year, I told him it depended on what chapter he was assigned to. “Why?” was the next question. The discussion ended with his statement, “I’m not sure that is very professional.” I don’t know if he ever sent in the application I gave him but I do know that the only negative in the conversation was the issue of dues—not the amount, that was cheap and not the problem—but the variation by chapters was a problem. This person was not confused but was concerned about the efficacy of an association with such a fractured method of handling its monies.

I surveyed the California Federation chapters for annual dues amounts and found a large variation. As shown on the chart on page 3, our CSFC chapter dues range from \$3 to \$12 per year with a few odd dollar amounts. I asked our RVP, Forney Lundy, what it costs to administer the dues system comparing the current with a standard amount. Forney said that National Treasurer Dick Ostergren told him the costs would be about the same. Forney opined that the main advantage from the national viewpoint would be in the recruitment and retention of members. So, what are some of the expected benefits and problems of a unified dues structure? My thoughts are:

1. Everyone pays the same amount for association dues. Makes better sense when recruiting. Simplifies bookkeeping when renewing memberships. All dues payments, including dues withholding will include chapter dues.
2. Life memberships cost the association to maintain and requires transfers of monies from the general fund to pay for the life member. We should eliminate the life membership category [with current life members “grandfathered”]. A recent article in the NARFE magazine by Region VIII VP, Forney Lundy, on this issue provides the facts and excellent reasons to halt this expensive program, *this article is available on the*

NARFE web site. Too long have annual memberships supported the life member.

3. Honorary memberships are wonderful to recognize long term NARFE members who survive. But they cost NARFE over a quarter of a million dollars a year and rising, according to the national treasurer—that’s \$250,000 every year with a growth factor which can lead us, in a couple of years, to over \$750,000 per year. Current honorary members paying no dues need to be “Grandfathered” and the program ended. All members of NARFE benefit and all members should share in the costs—“Senior Discounts” are for profit making businesses. We can honor the faithful but with a certificate and our thanks—not a free ride.
 4. One dues for all, no new national only members. The chapter members do the NARFE work. Current national only members should be “Grandfathered”, of course. But this membership category should be eliminated! National only members may not like chapter life but need to share the chapter costs of doing NARFE’s work.
 5. A single association dues should simplify the book work, reduce administrative costs, and give the association more monies to work on the Congress. True, the “Grandfathered” categories will be with us for a while but in the long run savings should result.
 6. If the Association dues were set at \$40 and chapters received 25% (\$10) over 95% of California chapters would benefit. Better newsletters, more communications, and subsidizing function attendance are just some of the benefits that would accrue to the chapters.
- There is much more to be said in favor of a single dues structure but it needs to be talked about NOW.

COMMENTS AGAINST SINGLE DUES

Inertia is a hard thing to overcome. Most of the comments received against the single association dues were in the form of questions regarding implementation or just plain statements of observation and opposition. So, let’s take some of the questions and observations and pose some answers—perhaps that will inspire some serious arguments and even provide a couple of facts.

This is a minor issue. OK, “...each month the national treasurer writes a check for approximately \$18,000 to put into the National

Life Trust Fund. That money comes from the general fund.” Words of RVP Lundy that point out the \$216,000+ yearly deficit in the Life Membership Fund. Add to that the minimum \$250,000 annual loss of funds from the Honorary Membership program and pretty soon you are talking about some real money. Half a million bucks a year is not minor to this retired mailman.

How many chapters (and consequently members) will we lose by requiring a set dues figure? None, the last time we had a national dues change the chapters received NOT ONE RED CENT—this time the chapters will be major beneficiaries. If used properly, the additional dues monies should increase chapter activities and help stabilize membership.

Major issues of ...convention..failing legislative program. The issues are health care, ...national debt, and NARFE’s underpaid presidents. Wow, hard to disagree— except, the national debt is a bit out of NARFE’s mission and objectives and we have an excellent FEHBP. Underpaid NROs I can’t argue with. Maybe with the single association dues savings we can maintain a nice condo for the national president. And, with a Chief Operating Officer (COO) and advanced electronic communications we can release the other national officers to work from their own residences and save even more money to use working with the Congress. Might even expand our legislative division to work more for the active federal employee. What a great argument FOR single association dues.

If chapters are allowed to assess a chapter fee...HQ continues to collect...how does that differ..? Keep HQ out of the assessment trap. If high cost chapters need more money then fund raise, sell advertising, do the things 90% of the chapters, with dues of less than \$10, do now to raise money. In California 97% of the chapters will benefit from a \$40 single association dues. If the chapter share of the single dues is 25% then each time national needs more money, the chapters will share. After all, inflation hits chapters as well as national.

One correspondent asked about a dozen detailed questions about implementation assuming the continuation of the Life and

Honorary Member programs. No law, bylaw, or resolution can detail every aspect of the implementation of a new program. That’s what we pay our national officers and staff to do. It’s similar to asking the Congress to produce an intelligent law that covers all aspects and scenarios. Intelligent law is hard enough for the Congress but implementation is for the agencies to accomplish in accordance with the desires of the Congress. Similarly, If a resolution is introduced in Louisville to establish a \$40 association dues with 25% to go to the chapters and the Life, Honorary, and National-only member programs are discontinued, on a date certain, with current members of the programs being “grandfathered”; that establishes the desires of the convention and it is the responsibility of the staff to figure a way of implementing those desires.

Before we ...approve ...the proponents should provide answers...about it’s implementation. No new program has ever been put into effect without changes, adjustments, and critics. It is the favorite ploy of those who oppose change to claim that perfection is required before change is accomplished and plans implemented. Change should never be made without thought but it will never occur until the ever expanding gluteus maximus abandons its familiar throne and moves towards an improved goal.

Our NARFE goal should be to attract new members so we can continue to be an effective influence on the Congress. How we collect and use our funds is never a minor issue and should be considered by all.

Bob Davidson
District I Vice President
President, Palomar Chapter 0455



CON ASSOCIATION DUES

A DISCUSSION OF THE SINGLE DUES DEBATE

I am concerned about the probable single dues issue to come up at the 2008 convention in Louisville, KY, and the personal disappointment in the consensus by mob rule voting I've seen at both National and State conventions on this issue.

As is understand, the primary issue is the complexity of the current dues structure, and the fact that chapter dues are not identical and some feel should be standardized. I think these issues have become blurred and the discussion leads to much misunderstanding of the current rules and anticipated conclusions.

The dues today are standardized and relatively simple. National dues are \$29, \$52 or \$74 for one, two or three years (Bylaws, Article I, Section 4, para. A). Chapter dues are as determined by the chapter (Article IV, Section 3, para. C). These are basic and simple. They are the only dues rates spoken to in the Bylaws.

Other rates currently in use are temporary incentive programs implemented by the National Executive Board (Bylaws, Article I, Section 3, para. B). Some of these have been the reduced amounts for Current Federal Employees (CFE), which is to be terminated at the end of this year; special rates for those recruited from the OPM blind mailing; and the first year amount of \$33 combined standard national and chapter rate for the initial year when applying using the regular member application.

As I recall, the standard first year application amount was implemented to simplify recruiting because a recruiter did not always know the rate for the eventual chapter the new member would be assigned. This would be more a problem at large gatherings such as pre-retirement seminars where attendees came from remote locations. The fact that chapters have varied dues rates would therefore only be a concern with Headquarters in the billing and redistribution process, and I've never heard for any complaint from them for the

twenty or so years that they have been collecting the chapter dues.

Q. So where is the confusion, and more specifically just who is confused and why do they care?

A. There are several:

1. Where is the confusion? Yes, there are varied rates, and all have had some rationale for their being. Having the three primary national rates is to encourage longer membership periods to reduce the annual renewal notices and/or to encourage dues withholding. Makes sense.
2. Having various incentive programs? Aren't new members what we want when these incentive programs are implemented? Sure. Some have worked and others not. Maybe we've had too many of them come and go, such a free memberships and the current CFE rate that has been eliminated.
3. Who is confused and why do they care? This one really gets me. Do you know how many chapter members recruit members? Around 1%. And most of those I'll bet don't recruit more than one a year. And don't tell me that more members would recruit if dues were simpler. There is only one dues rate to even be aware of when recruiting a member and that is currently \$33. That's certainly not confusing. Now let's discuss standardizing the chapter dues rate. If Headquarters for the past 20 years has been processing varied chapter dues with significant problems, why should members care? I'll bet that most members don't have the foggiest idea of their own chapter dues amount. I don't see why they would care what the rate is at their neighboring or any other chapter.

What is it that convention delegates feel they should dictate to another chapter what their dues rate is and whether or not this would meet their desired budget? What is a chapter to do if their preferred budget exceeds the amount others around the country believe they should get? What process and problems are we going to create for them to raise these additional funds?

And what of the chapter that's desired budget is less than the dues that others around the country believe they should have to spend? Are we going to tell them to just spend it however they want because now they'll have all this excess money in their treasury?

And what if they don't want or feel they need to spend that amount? Should they write a check to each of their members and refund the unwanted amount? Or rebate it as a contribution to National?

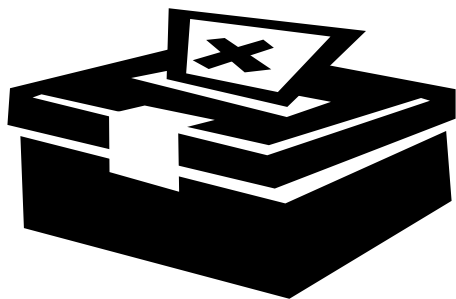
The standard application dues amount actually solved the problem that recruiters had years ago when recruiting a member for another chapter. But the debate has persisted for why I don't know unless it's just the principle of it.

Every member need not know the specifics of the dues amounts – it's printed right in the middle of the application form. If someone is active in their recruiting efforts and they feel they need to know more specifics, they can learn them. Others have.

So there are really two questions to this issue. 1. The varied standard and incentive national dues rates, and 2. Whether we should be dictating the income of all chapters. I say, leave the Bylaws as they are, and let the NEB continue to administer incentives as they determine. If they want to get the feel of the membership when making changes, that would be good. I think the termination of the current CFE rates is a result of that. I believe that chapters should be allowed to continue to set their own dues amounts and set their budgets as their members determine.

It is really beyond me to understand why this momentum has persisted over the years and why so many people have voted to consolidate the national and chapter portions when I'll be most of them haven't even recruited one member. I just hope that I haven't made this thing all the more confusing. At least I feel better for getting it off my chest.

Robert C. Bishop, President
Placer (CA) Chapter 1354



FEEA IS HERE TO HELP

The Federal Employee Education & Assistance Fund (FEEA) is here to assist NARFE members with grants up to \$500 per NARFE household to reimburse NARFE members for losses stemming from declared natural disasters.

It has been reported that during the recent fire storms in California (2007-2008) over 100 NARFE members were required to evacuate their homes. Only 8 NARFE members have contacted FEEA for assistance. Our members are very fortunate or do not know about FEEA.

Please inform your chapter members about FEEA. FEEA has a new street address. The phone numbers and web site are the same.

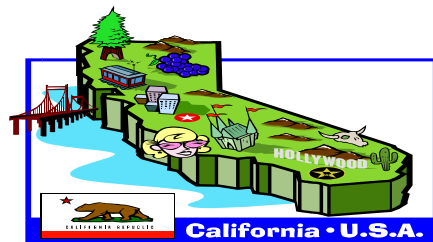
FEEA's Addresses:

NARFE FEEA
3333 S. Wadsworth Blvd., Suite 300,
Lakewood, CO 80227-5122
Phone: 303-933-7580
Fax: 303-933-7587

To request an application for a grant, go to www.feea.org and click on the "Download Applications" link at the top of the page. Then select the application type and click to download and print the application selected. You may also call FEEA's toll-free number, - 800-338-0755, send an e-mail to feeahq@aol.com, or mail your request for an application to FEEA at the address in the above paragraph.

Ray Richetti, Past Region VIII Vice President, is CSFC FEEA Coordinator phone 707-252-8970 or email richetti@aol.com.

FEEA will have an exhibit booth at the National Convention in Louisville, Kentucky next month. Please drop by and let them know how much you appreciate their service to our members.



**MARY VENERABLE SERVICE OFFICER
OF THE YEAR**



L-R H. Ray Harrington, CSFC President; Mary Venerable, Service Officer Of the Year; Forney Lundy, Region VIII Vice President.

At the June, CSFC Executive Board Meeting in Palm Desert, Mary Venerable, Service Officer, Southeast Riverside County Chapter 0478 and CSFC Service Officer received two plaques for being selected as Service Officer of the Year for the California State Federation of Chapters.

Early in the year every chapter was offered an opportunity to nominate their choice for Service Officer of the Year Award to the National Office of NARFE.

Twenty chapters in California nominated their Service Officer for the award. The total names submitted for the award nationwide was 72. Mary was chosen as District III Service Officer of the Year; California Federation Service Officer of the Year; Region VIII Service Officer of the Year and National NARFE Service Officer of the Year, Congratulations Mary for the excellent work you do for all.

We are very fortunate to have some many excellent Service Officers in California. Congratulations to all who were nominated by their chapters for this award. We will be forever grateful.

**CSFC EXECUTIVE BOARD
RECOMMENDATIONS**

The California State Federation of Chapters voted at the June Executive Board Meeting to endorse the following candidates at the National Convention in Louisville, Kentucky.

NATIONAL OFFICERS

President	Margaret Baptiste
Treasurer	Richard Ostergren
Region VIII V P	Helen Zajac

RESOLUTIONS

One Man One Vote	Opposed
Single Association Dues	In Favor
Free Spousal Membership	Opposed
Bylaws Ballot Voting	In Favor Res 08-33
Honorary Life Membership	As decided at 2007 CSFC Convention
	In Favor without waiver of dues. Resolution 08-08

**CSFC NARFE PAC
2007-2008 ELECTION CYCLE**

The members of the California State Federation of Chapters are congratulated for their support of NARFE PAC. During the time period of January 1, 2007 through June 30, 2008, **4,312** CSFC members have contributed **\$108,204.80** to NARFE PAC. These 4312 members contributed an average of **\$25.09** each.

The down side of these figures is that only **14.45%** of our members contributed to NARFE PAC. During the last two quarters of this election cycle we should motivate the **85.55%** of our members that have not contributed anything to NARFE PAC.

The following Chapters are congratulated for the percentage of their members that have contributed:
San Mateo 1317-34.32%; Red Bluff 1655-27.27%; GPO 0352-26.92%; Preston 0010-25.80% Redwood City 0544-23.57%; Sonora 1285-23.53%; Salinas 1496-23.02%; Elkhorn 1680-22.87%; Santa Cruz 0054-22.22% Rancho Bernardo 1271-21.79% San Fernando Valley 0061-20.63%.

Contribution forms are in *NARFE Magazine* and with your NARFE PAC Coordinator.