

## REGION VIII 2020 ELECTION VOTES SUMMARY

**B-2002**

### **Ballot Design Standards:**

**Proposal:** Would have placed wording in National Bylaws to require elections and ballot design to be fair and nondiscriminatory. This would allow recommendations of a small committee to be placed on a NARFE election ballot – influencing votes.

**Rationale:** This proposal is not needed. Standing Rule VI. Section 1D “Duties of committees shall be prescribed in guidelines published by NARFE HQ”. The Ballot and Oversight Committee has responsibility to monitor NARFE balloting process for elections and approve the ballot format to ensure the ballot is easily understandable by the voters, presents all candidates and questions in a fair and nondiscriminatory manner, and protects the secrecy of each voter’s choice.

**Vote:** *Reject* – 55%/45%. Bylaws will not be revised.

**B-2004**

### **NEB Responsibility:**

**Proposal:** Would add additional wording to the Bylaws, Article VI, Section 2, Authority and Duties: “Govern in the best interest of NARFE to ensure the continued fulfillment of its mission and purpose in accordance with public law and NARFE’s Bylaws and Standing Rules.”

**Rationale:** Members can direct actions of the NEB only through Bylaws or Standing Rules adoption, not by direct ballot. The NEB is primarily responsible to keep NARFE on the right track to fulfill its mission.

**Vote:** *Adopt* – 92%/8%. Bylaws will be revised as proposed.

**B-2005:**

### **National Officer Vacancies:**

**Proposal:** To modify the Bylaws, Article IV, Section 3, Vacancies: to include “Secretary/Treasurer” and revise wording to include “either of these vacancies”.

**Rationale:** The Bylaws were never corrected in 2012 to add Secretary/Treasurer as the other National Officer when the four national officers were revised to two.

**Vote:** *Adopt* – 93%/6.7%. Bylaws will be revised as proposed.

**B-2006**

### **Bylaws Revisions**

**Proposal:** Bylaws Article XII, Section 5, Revision Process: Delete paragraph.

**Rationale:** Section 5 was applicable when NARFE held National Conventions. NARFE no longer conducts National Conventions, therefore it is no longer possible to order a general revision of the Bylaws.

**Vote:** *Adopt* – 94%/5.8%. Bylaws will be revised as proposed.

**B-2007****Voting Resolutions**

**Proposal:** Basically removes “resolutions” from the Bylaws Article III, Section 4.A.B; Article X; Standing Rule 6, Section 1A; Rule VI, Section 1C; Rule VII, Section 1C.

**Rationale:** Due to the 2016 bylaw amendment implementing one member, one vote, NARFE no longer conducts national conventions. As a result, motions in the form of written resolutions are no longer relevant and should be removed

**Vote: *Adopt*** – 90%/9.9%. Bylaws will be revised as proposed.

**B-2008****Equality in Proposing Amendments**

**Proposal:** Revise Bylaws Article XII, Section 1.

**Rationale:** To delete “twenty members in good standing” from the requirement to propose amendments to the bylaws and replace with “voting members equal to the least populous chapter in NARFE”.

**Vote: *Reject*** – 58.5%/41.5%. Bylaws will not be revised.

**B-2009****Federation Mergers**

**Proposal:** Modify Bylaws Article VIII, Section 1, to allow more than one or more Federations to merge.

**Rationale:** Delete the words “Only one federation will” and replace with “A single federation shall”, and insert a new sentence at the end, “However, the NEB may authorize, on a case-by-case basis, a federation consisting of two or more states, the District of Columbia, territory or possession of the United States, or foreign country.”

Several small federations have expressed a desire to merge to overcome some of the problems identified such as membership losses, combined with the transfer of many chapter members to national-only status, the closure of many chapters and many national-only members not wanting to be actively involved has exacerbated the problem of getting members to assume federation leadership roles.

**Vote: *Adopt*** – 91%/8.9%. Bylaws will be revised as proposed.

**B-2010****Secretary/Treasurer Term Limits**

**Proposal:** Bylaws Article IV, Section 1A revise to include term limits for the Secretary/Treasurer.

**Rationale:** Add, “and the secretary/treasurer shall not serve more than three consecutive terms in those offices.” The National President can serve no more than two consecutive terms, and RVPS no more than three consecutive terms. There are no term limits for the national secretary/treasurer

**Vote: *Adopt*** – 94%/6%. Bylaws will be revised as proposed. The effective date will apply for officers elected in the 2020 election.

## **B-2011**

### **Terms of Office**

**Proposal:** Revise Bylaws Article IV, Section 1A; Article VII, Section 3 to change the terms of office by changing from November 1 to January 1.

**Rationale:** To add the words: “The national officers shall assume office on January 1, following their election by a majority of the ballots case. Each national officer shall serve a two-year term ending December 31 two years later or when the successor is elected...” Having the current national president remaining in office until the end of the congressional session helps with maintaining continuity with members of congress on NARFE legislative issues. Proviso: Current national officer terms shall be extended until December 31.

The same words apply to Article VII, Section 3 for RVPs.

**Vote:** *Adopt* – 91.6%/8.4%. Bylaws will be revised as proposed.

## **B-2014**

### **Voting on Bylaws and Standing Rules**

**Proposal:** Basically revises the Bylaws Article XII, Section 4, Article XII, Section 3, Article V, Section 1B for the voting process for amending the bylaws at the Membership Meeting, while continue to vote for Officers/RVPs by ballot prior to the National Conference.

**Rationale:** Sufficient opportunity is available for candidates for office to “campaign” through postal mail, email, magazine candidate statements, attendance at state or regional conferences. On the other hand, there is no opportunity for debate or revision of proposed amendments prior to voting during the business meeting; only the views of the Bylaws Resolution Committee (BRC) are available to the voters. In two ballot votes, voters have overwhelmingly followed the BRC recommendation – not surprisingly, as there were no other views available.

This proposal requires three votes: one by ballot for the election of national officers/RVPs; and a second vote at the national conference to amend, modify or change proposed bylaw amendments; a third vote would be required since the proposal mandates that “all decisions reached at the national conference shall be subject to a follow-up vote by the membership for ratification. This process would require NARFE to incur additional costs, such as having the Bylaws and Resolutions Committee attend the national conference to present and review proposed changes to the bylaws and Standing Rules during the business meeting, to develop summaries and rationale for changes to the original amendments and draft final amendments to be voted on. Depending on the process to be used, attendee voting could require the use of electronic balloting machines during the conference. The second national vote would cost an additional \$35-\$40K to distribute ballots in the magazine and pay for electronic counting services. Article XII, Section 3, requires notice of proposed amendments to be published in NARFE magazine at least 30 days before the ballot deadline. Election ballots in the magazine besides having candidate names must include proposed bylaws/standing rule amendments. Lead time for publishing the magazine is 60 days. In order to have the amendments and ballot in the September magazine, the cutoff date is

July 2<sup>nd</sup>, for the October magazine it is August 3<sup>rd</sup>. In either case, publishing cutoffs occur before the national conference starts. Article IV, Section 1.A, Election and Term of Office specifies that officer's terms shall begin on November 1. To meet the November 1 start date, election voting must occur during the month of September, however, the requirement to have bylaw proposals on the ballot cannot be met. Voting in October is unacceptable because tally results from the election services contractor would not be known until after November 1 since members have to the last day of October to vote. Note, even though the submitter indicated no additional costs – there are additional costs.

**Vote: *Reject.*** 60.5%/39.5%. No change will be made to the Bylaws.

**B-2015: Executive Director Duties**

**Proposal:** Bylaws Article VI, Section 4.C be revised to delete the specific duties listed, and replace with the following: "...be responsible for the execution of NARFE policies and programs, and achieving the operational goals as established by the NEB, including staffing and operating the association headquarters and performing such other duties usual and customary for the position."

**Rationale:** The Bylaws contain a great deal of unnecessary detail. Specific details duties shall be contained in contract and NARFE policy/program documentation.

**Vote: *Adopt.*** 93%/6.6%. Bylaws will be revised as proposed.

**B-2017 Bylaws and Standing Rules Debate**

**Proposal:** Article V, Section 1B, Article XII, Section 3, and Standing Rule VII, Section 1A, be revised to include discussion and debate and amendment to any submitted amendments to the Bylaws or Standing Rules. Further, candidates for election to national and regional offices shall be given the opportunity to address the conference attendees and answer questions at this business session. A synopsis of the discussion/debate of any proposal, shall be prominently posted on the NARFE website prior to commencement of the ballot vote. Proposed amendments shall be presented at the membership meeting held in even-numbered years. Amendments to any of the Standing Rules shall require submission of a proposed amendment.

**Rationale:** The current referendum balloting system fails to allow for debate/discussion and, if needed, amendment of proposals to amend the national Bylaws and Standing Rules prior to the ballot voting. The current balloting system also fails to offer candidates the national and regional office the opportunity to be heard and questioned by the membership attending the national conference. For clarity and a knowledgeable vote by the membership, the debate/discussion of proposals and candidate consideration should not be left to the discretion of the NEB or National Officers. Therefore, the changes included in this proposed amendment should be contained in our national bylaws. This lack of ability of the membership to be able to consider the pros and cons of amendment proposal effectively allows the national office, through committee, to dictate which proposals are to be considered and which are to be

eliminated particular when the members of the review committee are appointed by the national office and not elected by the general membership.

This proposal has merit in that it would restore the past practice of discussing, debating, and revising/introducing proposals to amend Bylaws and Standing Rules during the national convention prior to members voting. This restoration can be accomplished without changing the bylaws; the NEB would simply have to develop national annual meeting administrative guidelines analogous to the previous standing rules of the convention. Further, using administrative guidelines would provide maximum flexibility to modify how annual meetings are conducted without having to resort to national voting.

The Bylaws require proposed amendments to be published in NARE magazine at least 30 days before the ballot deadline, and they specify that officers' terms shall begin November 1. The tradition of having the national conference at the end of August makes this proposal impracticable. A lead time for publishing in the magazine is 60 days. In order to have the amendments and ballot in September magazine, the cutoff date is July 2nd, for the October magazine the date is August 3rd. In either case, publishing cutoffs occur before the national meeting starts. This amendment would also incur additional annual meeting expenses such as having the Bylaws and Resolution Committee members in attendance, printing proposals for attendees, renting electronic voting systems and possible other.

Note: It should be noted that the 2020 Bylaws and Resolution Committee has not generated any expenses for NARFE because all their work has been accomplished via Go-To-Meetings and Conference Calls.

**Vote: *Reject.* 57%/43% - Bylaws will not be revised.**

## **B-2018**

### **Spousal Memberships**

**Proposal:** Revise Article III, Section 2, Article III, (Section 1B and Article III, Section 2C modification only to include spouse) by adding: "Spousal members are those persons that are married to a voting membership category, and who support and are willing to uphold the NARFFE missional statement. Spousal membership is included in the membership of a voting NARFE category member at no additional cost to the voting member. Spousal members may be added to NARFE membership by submission of an application by a voting membership category or by updating such information in the members online profile. Spousal members may not serve as an elected or appointed official of NARFE without paying NARFE dues and, if applicable, chapter dues.

**Rationale:** As stated by the submitter, this proposal would increase NARFE members substantially and quickly and will increase our clout on Capitol Hill. Current membership definition and numbers do not include the spouse of our members unless said spouse pays dues. Several organizations, AARP, Military Officers Association of America (MOAA), National Association of Retired Postal Inspectors (NARPI) automatically include a spouse as part of the membership in its organization. This strategy has kept these organizations strong, relevant, and with higher membership numbers. The spouse of a

dues paying member would not be a voting member, pay dues or receive a magazine or any other mailings.

The intent of this amendment to increase membership is a valiant attempt to improve the membership issues and at a minimal cost. NARFE legal counsel has advised the NEB that admitting supporting members to the NARFE membership could jeopardize the IRS Section 501.C.5.a tax-exempt status of the Association. The NEB subsequently voted in November 2019 to strike the category of supporting members from the bylaws. In addition, the current definition of supporting members in Article III, Section 2G, does not conform to any of the membership categories defined in Article III, Section 1 and should not have been approved for inclusion in the Bylaws. The amendment stating, "Spousal membership ...at no cost to the voting member" is in conflict with Article III, Section 1` that states, "Upon receiving application and dues...admit them as members."

Article III, Section 2C amendment states: "Chapter members (and their spouses) are members of both chapter and NARFE". This allows spouses to be chapter members. National bylaws cannot dictate to chapter's the How or Who can join their chapter. Also, Chapter members are voting members; therefore, "and their spouses" should not be included in this paragraph since the spouses are not voting members.

Another issue to be considered is the estimated cost. NARFE administration will still need to maintain this spouse as a member; thus, there will be administration cost for the spousal member as well as any other NARFE national-only or chapter member. Current cost per member is estimated at \$40.87. If adopted, NARFE could incur up to a \$40.00 loss for every current NARFE spouse who is a member, plus \$40.87 for ever new spouse currently not a member. At this juncture, NARFE can ill-afford a massive loss of membership dollars.

**Vote: *Reject.*** 66%/34% - Bylaws will not be revised.

## **B-2020**

### **Membership Dues**

**Proposal:** Revise Bylaws Article III, Section 3A, as follows: "Members shall pay dues of **\$48 for one year, \$92 for two years and \$126 for three years.** For **dues withholding annual dues are \$42.** The NEB shall also establish and amount to pay all future dues in full. Such members who pay all future dues in full shall be called life members. All funds derived from membership fees and dues shall be used only to support association objectives. **Proviso:** *To be effective January 1, 2021.*

**Rationale:** NARFE's last dues increase (\$40) in 2011 was projected to sustain NARFE through 2016. The requested dues increase amounts to 0.67 cents per month for each member. The dues increase will generate a level of income to support NARFE's ability to fulfill its mission and the value to its members.

The current cost to serve each member is \$40.87. For a new chapter member, it is \$57.33, and for a new national-only member it is \$45.20. NEB has had to approve deficit budgets due to decreased income from fundraising programs, loss of membership dues from declining membership, as well as increased postal fees and paper costs for our magazine.

NARFE HQ has initiated or proposed several actions to reduce operating expenses, some of which will require approval of Bylaws or Standing Rule amendments. These actions include reducing RVP salaries by 50%, merit raises for staff from 3% to 2%, reducing Federation's 10% funds to 5%, reducing the NARFE budget bottom line by 1% and eliminating some RVP travel expenses and phone/internet reimbursement. HQ is actively pursuing a healthier ratio of dues revenue to non-dues revenue. Membership is our primary revenue source and will continue to be for the near future.

**Vote: *Adopt.*** 68%/32% - Bylaws will be revised as proposed.

## **B-2021**

### **Federation Payments**

**Proposal:** Revise Bylaws Article III, Section 3.E, Standing Rule #1, Section 3.C and Standing Rule #1, Section 4 to strike 10% and replace with 5%. Insert an additional sentence in Article III, Section 3.E: "NARFE will pay expenses for federation presidents (or designee) to attend FedCon, LegCon, and Federation/NEB Joint Meetings."

**Rationale:** The funds will be paid to federations for their president or designee will offset the amount that would have been paid for each member joining or renewing and reduce the amount budgeted per member amounts provided to federations.

Federations provide many services to chapters and member in their respective states. These services include hosting annual business meetings, conferences and training sessions, supporting federation recruiting efforts during the annual health care open season, and supporting member recruiting efforts by matching headquarters recruiting incentives. Reducing ten percent funds payments by half would severely impact these member recruiting and retention efforts and other federation activities.

**Vote: *Reject.*** 66%/34% Bylaws will not be revised.

## **BRC-01**

### **Membership Categories**

**Proposal:** Bylaws Article III, Section 2.A – G, Combines B-2003, B-2012 and B-2019 by clarifying NARFE categories of membership and removes reference to "Supporting Members".

**Rationale:** Inclusion of supporting members required two classes of membership: Voting and Non-voting. By removing supporting members, Section 2. A – G can be consolidated into Section 2.A – D.

All NARFE members are national-only members and may choose to join a chapter. Legal counsel advised the NEB that admitting supporting member to the NARFE membership may jeopardize the tax-exempt status of the Association.

**Vote: *Adopt.*** 89%/11% Bylaws will be revised as proposed.

## **S-2002**

### **Committee Composition**

**Proposal:** Bylaws Standing Rule VI, Section 1.b, revise current statement by adding: "Every committee not restricted to NEB members shall include at least one National member and one Chapter member."

**Rationale:** The composition of NARFE membership is approaching 50% of National-Only members and 50% Chapter members, yet few appointed committees include a national-only member. This addition to the Standing Rules will ensure that both current categories of NARFE membership will be represented on all committee.

It is conceivable under such a requirement there might be only one national-only member and the rest of the committee chapter members or vice versa. That would not really be representative, which is the implied reason for this amendment. Further, “to the extent practical” means there could be cases where all segments may not be represented. For particular committees, there may be special skills and knowledge required that would have to be considered and fulfilling the committee composition this change imposes could limit the ability to fill the committee. This limitation restricts the President’s authority to name members to committees whom he/she believes best have the skills and knowledge necessary for the particular committee. Finally, there is no guarantee an equal number of qualified members would submit their names for consideration to serve on a particular committee.

**Vote:** **Reject.** 50%/42% - Bylaws will not be revised.

**S-2003                    Audit Publication Deadline**

**Proposal:** Bylaws Standing Rule II, Section 1.B.6 revise to delete “not later than the June issue of” and replace with “annually”.

**Rationale:** This proposes to eliminate the June deadline for annual audit publication and disclosure of our investments in the NARFE magazine. During the recent experience bidding the annual audit, the tight publication deadline created issues for the auditors, eliminating one from bidding. More time is needed by staff and auditors for a quality audit.

**Vote:** **Adopt** 90%/10% Bylaws will be revised as proposed.

**S-2005                    Chapter Payments**

**Proposal:** Standing Rule 1, Section 3.C., revise the payment for the first year to chapters for new members from “one third” to “one sixth”. **Proviso:** To be effective January 1, 2021.

**Rationale:** This provides the average dues payment of current chapters in the association for the first year. The payment would be \$8.00.

**Vote:** **Adopt.** 79%/21% - Bylaws will be revised as proposed.

**Resolution R-2001        Eliminate WEP**

**Proposal:** The WEP has robbed many widows and widowers of their rightful Social Security earnings. This is wrong. People paid into the Social Security Agency only to have a good part of their retirement taken away from them. Those who have been impacted over the years by this short-sighted clause should be reimbursed their rightful social security benefits. All federal employees who have suffered under this legislation have their rightful benefits restored.



**Rationale:** The BRC forwarded this resolution to the NARFE Advocacy Committee for review and comments. The committee determined the proposal is duplicative of NARFE’s Advocacy Program for the 116<sup>th</sup> Congress (and all previous legislative programs) which already includes a provision that states: “NARFE supports the repeal or reform of the Social Security Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP). This resolution simply resolves to support the repeal of WEP, a position that NARFE has long supported.

**Vote:** *Adopt*. 59/41 NARFE will continue to support this issue.

### **Resolution R-2002 – Increase Social Security**

**Proposal:** Social Security is nationwide, benefits are based on lifetime earnings, are adjusted for inflation and are portable. NARFE’s legislation program has several positions regarding Social Security that now need to be expanded. It is mostly silent regarding help for low income earners and maintaining the long-range solvency of the program to pay for earned benefits. Caregivers and women are among low income earners. According to the Social Security Trustees, by 2034 the full amount of Social Security benefits will not be available through the pay-as-you go program. Gradually increasing the payroll tax over many years would be an effective and practical way to provide the ability of the Social Security program to pay full benefit. It has been proposed to increase the employee-employer payroll tax by 0.1% yearly for 20 years; an increase that would amount to about 50 cents per week each year.

**Rationale:** With the Social Security Trust Fund adequately funded, it will be possible to increase benefits in several ways: Increase benefits for all recipients by about 2%, increase benefits of caregivers and others who are unable to be in the workforce for 30 years, change the basis for annual COLA to the Consumer Price Index for elderly persons (CPI-E) from the CPI-W currently used, reduce income taxes for middle income taxpayers by increasing the income levels where 85% of Social Security benefits are taxable from \$32,000 to \$100,000, and provide minimum benefits to ensure that beneficiaries do not fall below the poverty level.

NARFE is currently supporting the change to CPI-E.

**Vote:** *Adopt* 57/43

### **NEB-01**

#### **NEB Salaries**

**Proposal:** Cut RVP salaries by 50%; no COLA for the entire NEB, effective November 1, 2022.

**Rationale:** In accordance with Bylaws Article VI, Section 2, which requires the NEB to “perform such other duties as directed by membership ballot” and Bylaws Article III, Section 4.B., which requires a two-thirds vote to approve “any resolution or report that recommends changes in dues or compensation of the national officers or of the RVPs, the NEB has adopted the following motion for ratification by the membership: To cut RVP salaries by 50%; no COLA for the entire NEB, effective November 1, 2022.

Note: **The salary of the RVPs currently is \$27,312.88 annually. With 10 RVPs, cutting the salaries in half will save HQ \$136,564.40. Providing no COLA for the NEB will further save money. Since this motion was approved after candidates declared their candidacy, it would be unfair to change their anticipated salary until they had served at least one term in office.**

**Vote: Adopt 74%/26%** The reduction in salaries will be made.

B – Bylaw

S – Standing Rule

BRC – Bylaws and Resolution Committee

R – Resolution

NEB – National Executive Board

**National Executive Board 2021-2022**

President: Ken Thomas

Secretary Treasurer: Kathryn Hensley

Region I VP: James C. Risner

Region VI VP: Marshall Richards

Region II VP: Gary Roundtree

Region VII VP: Rodney Adelman

Region III VP: Clarence Robinson

Region VIII VP: Robert Ruskamp

Region IV VP: Robert Helfrich

Region IX VP: Linda Silverio

Region V VP: Cindy Blythe

Region X VP: William Shackelford

**Election Statistics**

Year	Internet Vote	Mail Vote	Total Returned	Ballots Distributed	Percent Returned
2020	9,784	3,627	13,411	180,552	7.43%
2019	12,933	4,728	17,661	195,317	9.04%
2018 1 <sup>st</sup>	9,614	4,106	13,720	202,533	6.77%
2018 2 <sup>nd</sup>	8,283	6,118	14,401	199,525	7.22%

**Region VIII Participation**

Federation/Chapter	Internet Vote	Mail Vote	Total Returned	Ballots Distributed	Percent Returned
California	808	265	1,073	14,619	7.34%
Guam	2	0	2	82	2.44%
Hawaii	93	35	128	1,867	6.75%
Nevada	107	24	131	1,511	8.67