

**CALIFORNIA STATE FEDERATION EXECUTIVE BOARD
POLICY NO. 9
COALITIONS**

I. BACKGROUND

- A. A coalition is a temporary alliance or partnering of groups in order to achieve a common purpose or to engage in joint activity. Coalition building is the process by which parties (individuals or organizations) come together to form a coalition. Forming coalitions with other groups of similar values, interests, and goals allows members to combine their resources and become more powerful than when they each acted alone.

- B. In NARFE, Coalition building is an important advocacy tool used by organizations to advance their mutual goals. NARFE encourages Federation and Chapter efforts to do the same on state and local levels. NARFE has founded two national coalitions (**the Federal-Postal Coalition and the Coalition to Assure Retirement Equity (CARE)**) and also has joined alliances where the member organizations share strategy and strengths on issues of concern. NARFE officers and activists can use the links provided on the National Web Site, www.narfe.org, Legislative Tab, “Coalition Partners” to obtain lists of the member organizations in following coalitions: **The Federal-Postal Coalition** (CARE); the Leadership Council of Aging Organizations (LCAO); The Military Coalition; the Coalition for Effective Change (CEC); **Public Employees Roundtable; and the Employee Thrift Advisory Council.**

II. LOCAL IMPLEMENTATION

- A. The 2005 CSFC President realized the importance of coalitions and established a coalition with the CA Postal Employees Legislative Coalition. This coalition is comprised of seven postal unions and management associations all who are members of the federal community and share similar goals to NARFE.

- B. The CSFC President in 2005 also spoke with the CA Retired Teachers Association to establish a coalition. Although they are not of the federal community, they have a very strong interest in two major issues affecting those in the federal community – Government Pension Offset (GPO) and Windfall Elimination Provision (WEP).

- C. Further efforts were made by the CSFC President in 2005 to meet with, and partner with, the Federal Executive Boards in both Los Angeles and San Francisco.

- D. The Committee for Social Security Fairness attended the 2009 CSFC Convention to ask for CSFC support for their coalition, and have listed NARFE as a coalition partner.

III. BENEFIT TO NARFE

- A. The obvious benefit to the Federation is name recognition through working together with other organizations/unions. The more people know about NARFE, the more likely we are to increase our membership.

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- B. The camaraderie established through these working relationships provides the opportunity for achievement of a common goal, more so than just one organization working alone and increase the potential for success.
- C. More expertise and resources utilized to bear on complex issues, where the technical or personnel resources of any one organization would not be sufficient.
- D. New leaders can be developed by creating new openings in these coalitions, and this new emerging leadership strengthens not only the groups, but the coalition.
- E. Involvement in a coalition means there are more people who have a better understanding of your issues and more people advocating for your side.
- F. Increased resources will become available as each group provides access to contacts, connections and relationships established by other groups.
- G. Activities of a coalition are likely to receive more media attention than those of any individual organization.
- H. Once groups unite, each group's vision of change broadens and it becomes more difficult for opposition groups to disregard the coalition's efforts as special interests.
- I. People coming from diverse backgrounds and different viewpoints must figure out how each group can make their different, but valuable, contributions to the overall effort and improve communication skills.

IV. SUGGESTED COALITION PARTNERS

- A. **The Federation should consider joining forces with local** organizations of the same national organization **coalition partners identified in paragraph 1.B above.** Some groups, such as Federal Managers Association (FMA), Federally Employed Women (FEW), National Treasury Employees Union (NTEU) may be the type of group you wish to **partner** with to promote the value of NARFE, and perhaps gain valuable contacts with Federal Agencies for new members, Health Fairs, Pre-Retirement Seminars, etc.

V. REPORTING SUCCESSES

- A. Reports of successful formation of new coalitions at the chapter or district level should be reported to all members of the Federation Executive Board with sufficient details to allow other chapters or districts to do something similar.
- B. Successes from these coalitions either by chapter, district or Federation should also be reported to the Public Relations Department at National Headquarters for possible inclusion in the publication, "Recruiting and Retention Journal".