

**Washington State Federation Virtual
Executive Board Meeting Minutes
July 9, 2020**

Executive Board members present were: President/National Legislative Chair Steven Roy; Vice-President/Federation Reporter Editor/District V Vice-President Mary Binder; Treasurer/Finance Chair/District I Vice-President/Training Co-Chair Arlene Patton; Secretary/Webmaster/Region IX CAB representative Linda Wallers; and Immediate Past-President Nancy Crosby. Other District Vice-Presidents included District II Vice-President John Wells and District IV Vice-President Bea Bull. The District III Vice-President position remains vacant. Other Committee Chairs included: Public Relations and NARFE-PAC Chairman Sam Cagle; Alzheimer's Chairman Lorie Bennett (departed early due to internet problems); Service Officer Charlie Caughlan. Region IX Vice President Rich Wilson was present. The Membership chair remains vacant.

Linda Silverio, candidate for the Regional Vice-President position and current President of the Oregon Federation, was a special guest of the Executive Board. Other federation members in attendance: Brooks Bennett; Lanny Ross; Pat Turner; Sandy Holmer; Thomas Brown; Quentin Gates; Steve Howe; Jim Ellis; Melanie Crandon; Kirsten Norstad; Brenda Karasik; and Dave Peterson.

President Roy called the meeting to order at 9:01 a.m. and led the Pledge of Allegiance. The first item of business was to provide both Regional Vice-Presidential candidates an opportunity to address the attendees with questions after both spoke.

- Linda Silverio began by reminding every officer that they had received her campaign brochure and the credit card protection sleeve. Being a former US Postal Officer Postmaster provided her with management experience that could be applied to the Regional Vice-President's position. You can read Linda's statement, in full, at the end of the minutes.
- Rich Wilson, incumbent Region IX Vice-President, discussed his accomplishments over the last four years and expressed his hope for support in this election. You can read Rich's statement, in full, at the end of the minutes.

The minutes of the May 21st State Federation Biennial Meeting were distributed to all the board members. Steve called for corrections or additions. Hearing none, he called for a motion to approve the minutes. The motion was made, seconded, and approved.

Officer Reports:

Region IX Vice-President Report: Rich Wilson detailed the membership of NARFE as of June 26; Alzheimer's contributions as of May 31; NARFE PAC contributions through March 31 and recent Congressional candidate distributions; the NARFE Email system; and the 2020 COLA status. You can read the details on these issues in Rich's report.

Two items that stand out relate to the NARFE August election where membership will vote on bylaws resolutions, one of which is the membership dues increase.

- **Bylaws and Resolutions 2020:** The Bylaws and Resolutions Committee 2020 report is below. For additional information, visit www.narfe.org to download this report, all ballot proposals – resolutions and bylaws and standing rules amendments submitted, and a summary of the Bylaws Committee rationales for each of the proposed amendments and resolutions.
- **Regarding the Dues increases measure:** The dues increase – last upped in Michigan from \$29 to \$40 – was said to hold NARFE in a good position through 2016. It is now four years beyond that date and Rich recommended approval of the dues increase from \$40 to \$48. When asked about loss rate, Rich said he did not have comparison figures at this time.

BYLAWS AMENDMENTS AND STANDING RULES RECOMMENDED FOR ADOPTION

Number	Subject	Effect	Recommendation
B-2004	National Executive Board Authority	Clarifies NEB governance authorities	ADOPT
B-2005	National Officers' Vacancies	Updates national officers	ADOPT
B-2006	Bylaws Revision	Eliminates general revisions of bylaws	ADOPT
B-2007	Voting	Eliminates resolutions from bylaws	ADOPT
B-2009	Federation Mergers	Permits two or more states to merge federations	ADOPT
B-2010	Secretary/Treasurer Term Limits	Limits to three consecutive terms	ADOPT
B-2011	National Officer/RVP Office Terms	Beginning date of terms changed to January 1	ADOPT
B-2015	Executive Director Duties	Streamlines duties enumerated in the bylaws	ADOPT
B-2020	Dues Increases	Increases member dues	ADOPT
S-2003	NARFE Audit Publication Deadline	Eliminates June deadline for publication of audit	ADOPT
S-2005	Chapter Payments	Reduces new member dues rebates to chapters	ADOPT
BRC-01	Member Categories (Combines B-2003/2012/2019)	Reorders membership categories and eliminates supporting members	ADOPT

BYLAWS AMENDMENTS, STANDING RULES AND RESOLUTIONS RECOMMENDED FOR REJECTION

Number	Subject	Effect	Recommendation
B-2002	Ballot Design Standards	Adds ballot design standards to the bylaws	REJECT
B-2008	Equality in Proposing Amendments	Reduces no. of members to propose amendments	REJECT
B-2014	Simplify Voting Process	Permits voting on bylaws at national conference	REJECT
B-2017	Voting Member Privileges	Requires voting after national conference	REJECT
B-2018	Add Spousal Members	Adds spouses to membership at no cost	REJECT
B-2021	Federation Payments	Reduces member dues rebates to federations	REJECT
S-2002	Ensure Committee Diversity	Includes all member categories on committees	REJECT
R-2001	Eliminate WEP ¹	Ends the WEP Social Security Penalty	REJECT
R-2002	Increase Social Security ²	Supports legislation to increase Social Security	REJECT

B-Bylaw; S-Standing Rule; R-Resolution; BRC-Bylaws and Resolutions Committee

Financial Reports: Arlene Patton recommended allowing the Certificates of Deposit to rollover for another year while the board investigates various options for consolidating the two current credit union accounts into a single credit union account with a good rate of return for both CDs. This is made difficult by the fact that we are dispersed across the state and not all credit unions are available where the signatories live. However, many credit unions are part of the national network which allows members of one CU to conduct business in one where they are not members. There are two CDs coming up for renewal; one matures on 7/31/20 (\$20,708.45) and the other matures on 8/19/2020 (\$10,256.92). With the federation's savings, checking, and money market accounts, the total balance is \$57,215.33 in the treasury.

- **M102-10% Funds:** Arlene has been tracking the 10% funds received from HQ. June is the first time that HQ has made an adjustment to the funds the federation expected to receive by withdrawing part of the overpayment. There does not seem to be any rational reasoning for the payments. The June M102 (which reports the payment for May 2020) said the federation was due \$1,340.56; the funds received in the federation account were \$665.32 – a difference of \$675.24 that was withheld for overpayments during the June 2019-May 2020 cycle (due to AMS problems). She tracked an overpayment for that year totaling \$1,746.93, so there will be more withheld in future payments until this is completely resolved. However, Linda Silverio said that the Salem, Oregon chapter has had similar tracking issues. The July remittance payment would be the final adjustment, according to an earlier HQ's memo, she said.
- **Budget Report:** The federation has a total of \$5,345.91 in revenue through the second quarter of 2020; expenditures total \$1,283.61, leaving a balance of \$25,266.39, thanks to the coronavirus and the cancellation of just about everything. Arlene said that she had not received the June bank statements yet and she would resubmit the report with those figures once they are added.

District Vice-President Reports:

- **District I Vice-President Arlene Patton** had nothing to report.
- **District II Vice-President John Wells** will be scheduling a meeting of the redistricting committee - week of July 12 - to discuss the current district structure and determine what can be done to better serve all the chapters in the federation. Not much is happening in any of the district's chapters due to the pandemic.
- Steve reported the sad news that Everett Chapter President [Rhoda Sluys](#) had passed away, June 19, after a long battle with cancer. She requested no funeral services, but a memorial will be held in her honor at a point in the future when larger gatherings will no longer endanger attendees.
- **District III Vice-President position is vacant.**
- **District IV Vice-President Bea Bull** provided information on the two chapters under her purview; an AMS issue affecting members who live out-of-state; progress on the federation document revisions; and status of the documents for the redistricting committee. You can find details in Bea's report.
- **District V Vice-President Mary Binder** had nothing new to add to her report.

The membership chair position has been vacant for several years. This position is critical to the continuation of NARFE and the WSF. Mary had previously suggested that the position be shared/co-chaired with one person working on retention and the other working on recruitment.

Training Co-Chairs Arlene Patton and Kathy Brooks (not in attendance) had nothing to report.

National Legislative Chair Steve Roy indicated that things were slow right now, with the pandemic affecting normal activities in the US House and Senate. There are many bills in the Senate (over 250 House-passed bills waiting for Senate actions sitting on Mitch McConnell's desk) waiting to be voted on. The House approved remote voting rule changes to accommodate members during the pandemic. Members can vote by proxy (one "Present" member can hold the

votes of up to 10 colleagues) and hold remote hearings and markups using video conferencing tools.

- **Advocacy:** Steve has been meeting regularly with Rick Larsen (WA-02) via ZOOM, talking about COVID-19 and pending legislation such as the Infrastructure Bill his subcommittee is working on. Steve also signed up for email news from each of our 10 Congressional District Representatives: DelBene (WA-01), Larsen (WA-02) Herrera-Beutler (WA-03), Newhouse (WA-04), McMorris-Rodgers (WA-05), Kilmer (WA-06), Jayapal (WA-07) Schrier (WA-08), Smith (WA-09), and Heck (WA-10). Steve also signed up for Senator Murray's and Senator Cantwell's email news. Steve encouraged everyone to go to their Representative and Senator websites and sign up for the newsletters to keep apprised of actions and to use the NARFE Legislative Action Center early and often.
- **Upcoming:** Even though Congress is in limited sessions Steve is encouraging members to use the Legislative Action Center to send an email to our Representatives and Senators concerning NARFE's priority issues such as Postal Reform, WEP and GPO repeal/reform, etc. Legislation in the House is moving along, so it is important that our elected officials hear from us even during the COVID-19 pandemic.

Service Officer Report: Federation Service Officer Charlie Caughlan mentioned the changing officers in the federation and the vacancies of so many officers at the chapter levels had left several chapters without Service Officers. Charlie sent emails to all the federation Service Officers and to the chapter presidents of chapters that did not have listed Service Officers, including resources for information on COVID-19 and suggestions for phone trees to verify that members, especially those who live alone, are OK and to let them know that NARFE cares.

- **NARFE F-100:** Charlie thanked President Steve for his nice comments in the memo Steve sent to all federation members introducing himself and reminding members that the federation has an excellent service officer, Charlie Caughlan. In the memo he also suggested that this would be a good time to complete or update the NARFE F-100, "*Be Prepared for Life's Events.*" Charlie said he has gotten several requests for that document because of Steve's memo. Steve also said he has read through all of Charlie's articles in the *Federation Reporters* since 2010, that they contain excellent information, and that he recommends others do the same.
- **Senior Phone Tree:** Charlie discussed how many Federation members are widows or widowers who live alone and suggested that each chapter set up a phone tree and call members to make sure they are OK. This would be a good way to show that NARFE cares, especially WSF, and it could also help with retention. The Everett Chapter's secretary follows up with friends who she knows live alone, and Steve suggested that she expand her phone tree to include NARFE members. Every chapter could do this.

Public Relations and PAC: Chair Sam Cagle reported for the state legislative chair (not present). Both usually attend the Washington State Senior Citizens' Lobby meetings in Olympia (about 40 usually attend) but since the pandemic, the meetings have been cancelled. He is willing to have someone take both the NARFE PAC and PR positions. Sam has not had time to check out table runners or other promotional items for the health fairs.

- **Health fairs 2020:** Sam did not have information on what the healthcare providers would be doing for the pandemic season of health fairs. The schedule is still being worked and may be

a bit of in-person, but mostly virtual outreach. He will follow up with Sheri Davies-Sipla (BCBS), the Washington area coordinator for health fairs. [From Molly Hemsley (Regence BCBS) email to Linda, “We are preparing a communication to go out to our agencies and NARFE Chapters. BlueCross BlueShield will be conducting a virtual Open Season with meetings done via webinar. We have 3 dates set for NARFE focused meetings and we will provide those details as we get closer. It’s a strange transition and we are trying to flex to the new environment. We will be recording our presentations too so if members can’t attend live, they can watch the recording. But we will be offering LOTS of webinars throughout the Open Season weeks (30+).” It is likely that other regional health fairs will follow a similar program.]

Webmaster: Linda Wallers said that the website is up to date as of July 5. If you find a discrepancy, please let her know right away. Updates to your meeting locations or dues changes should be sent directly to Linda for the website map update which will happen in mid-August. Linda said she knows that many chapters have suspended their live meetings due to the coronavirus threat. Let her know by August 10 if you plan to continue the suspension of your in person meetings during the first quarter of the 2020-2021 NARFE season (Sep-Nov) or if you will be meeting at the normal or a new location.

CAB Report:

- The CAB will meet on July 13. The meeting summary from June 8 is attached to this email. Linda said she plans to discuss the issue of Robert Rust and his dual presidency, which NARFE has not been able to accommodate, to date. Explanation: Mr. Rust is President of two chapters. But AMS only allows ONE-chapter President/member can only be president of one chapter. So, Bob is not able to fulfill his duties as President until HQ figures out how to accomplish what seems like a simple fix – give him another authorized position. Rich Wilson and I have sent messages to HQ with no response to date. The CAB is working to get the changes made to make AMS work for the field officers and members. If you have questions regarding AMS, please feel free to contact Linda.

Alzheimer’s Report: Lorie Bennett had significant difficulties with her internet connection and was not able to provide the Alzheimer’s information for the federation. However, Rich Wilson’s Regional Vice-President’s report, on page 1, has Alzheimer’s contributions updates through the end of May.

OLD Business:

- **FEDcon20** was cancelled and everyone should have received their refund if they registered. The next is FEDcon22, bumped up by two years, to be held in the same location and facilities as scheduled in 2020 (Scottsdale, AZ, same hotel). The FEDcon22, scheduled for St Louis, MO, was bumped to FEDcon24.
- **Draft Standing Rules** - There is no current due date for completion of document revisions. Mary reported that she and Bea are making progress. Current focus is on the federation officer positions. Bea has consolidated documents for each position – from the NARFE F-10, current documents, etc. – which is helping with the review process. For some positions, Mary and Bea need to review 3-4 documents. As they are updated, they’ll be sent to the respective incumbent, including the background documents, for their review and input. Then, they will be sent to the entire board for review and comment. The focus now is on content vs. format.

Final format will be decided later. At this time, Mary said she and Bea believe they will have gone through all documents by the end of the year, with final formatting early in 2021.

NEW Business:

- **Regional training:** Rich Wilson sent letters to the region’s four other state federation presidents asking if one would step up to host the next regional training conference. One federation said no, the others have not replied. Mary suggested that Washington federation hold a state training conference and invite attendees from the other states to participate.
- **Future conferences:** The next WSF conference is in 2022, Lynnwood, WA. John Wells is the point of contact.
 - **The NARFE Centennial Gala** will be in Washington D.C. on June 21, 2021.
 - **LEGcon21**, June 21-23, 2021 in Washington D. C.
 - **2022 WSF Conference, location TBD, tentatively scheduled for May 17-19.**
- **Redistricting Committee** will meet next week. Committee members should watch for the announcement.
- **WSF Chairman positions:** Steve reported that he had canvassed all current chairmen with the following results:

- Kathy Brooks does not want to continue as a training co-chairman.
- Sam will continue as PR and NARFE-PAC but is willing to give up those positions if others are interested.

Steve said that for now he is continuing as the WSF national legislative chairman. All other chairmen consented to continuing in their positions. Bea moved and Linda

Editor-Federation Reporter	Mary Binder (1192)
Finance & Pre-Retirement	Arlene Patton (32)
Nat’l Legislative Chair	Steven Roy (193)
State Legislative	John Thurber (163)
Membership Chair	Vacant
Public Relations	Sam Cagle (236)*
Service Officer	Charles Caughlan (131)
Webmaster/NARFE Net	Linda Wallers (131)
Alzheimer’s	Lorraine Bennett (1192)
NARFE PAC	Sam Cagle (236)*
Training Co-Chair	Arlene Patton (32)
Training Co-Chair	Vacant
* Red indicates looking for volunteer replacement.	

seconded a motion to approve the chairman positions. Unanimous approval from the board. Chair positions for 2020-2022 are:

- **NARFE’s National election** is next month. The Officers, Bylaws and Amendments Ballot and links to the webpage for voting, along with paper ballots for those who prefer snail mail, will be in the August *narfe* magazine. Voting runs from July 20 through August 31.
- **The GoToMeeting** subscription comes up in September. Up to now, it was Linda’s subscription. The Federation was considering picking up the cost since it has proven useful. Linda Silverio (OSF) had mentioned that their subscription was covered by Blue Cross Blue Shield, as an advertiser. HQ does not have an issue with this form of advertising. Steve said he would approach the healthcare providers with a proposal to advertise in exchange for a subscription to GoToMeeting. Linda Wallers also mentioned that Google has a video conferencing feature that she would like to try to see how it differs. She will research this option.

The Federation Reporter: Mary highlighted that she had sent out the writing guidelines and that Dominique Vetrano would again be assisting her with the layout/design. As previously announced, the deadline for articles is today, July 9. Mary said she has some flexibility so please keep her posted. She thanked members who already submitted their articles. A focus this year is the widest distribution possible throughout the federation, e.g., to both chapter and national-only members. There was discussion regarding using the NARFE NES system for distribution, including the challenges attaching large documents. A suggestion was to put a link into a message vs. trying to attach a document, especially as this newsletter is a large document. Publication date is still projected for August 14.

Next Board Meeting – President Steve suggested the latter part of September. The date was settled for Wednesday, September 30.

Open discussion:

- Linda will contact Sam regarding setting up a chapter GoToMeeting date and time.
- **Health Fair giveaways:** Sam asked if he should get pens for the Federation as presentation/promotional items. Linda asked about price point for such items. Sam said the pens were about \$1 each. He will investigate other kinds of items. Bea suggested hand sanitizer.
- Immediate Past President Nancy complimented Steve on today's meeting and said she believes the Federation is in good hands. She asked to continue to be included on emails and that she was available and willing to help.

The next executive board meeting will be on September 30 at 9 a.m. via GTM. Meeting adjourned at 10:38 a.m.

Respectfully submitted by Secretary Linda Wallers, with assistance from Jim Ellis, Arlene Patton, and edits by Mary Binder.

Attached items:

Campaign statement from Linda Silverio (page 8-9)

Campaign statement from Rich Wilson (page 10)

Campaign statement from Linda Silverio:

Good Morning and Thank you for inviting me to speak at your meeting.

All Chapter and Federation Officers should have received a copy of my campaign brochure and the Vote for Linda Silverio credit card protection sleeve. I would like you to support me in my bid for Region IX Vice President.

My NARFE Federation leadership offices include Federation Treasurer and Federation President. Before I became the Federation Treasurer, there was not much accountability for the treasury. Federation officers were not aware of how much money was in the account, nor specifically where it was spent.

Twenty-Seven (27) of my Thirty (30) working for the U.S. Postal Service was working in management. Using my background as a Postmaster, I immediately instituted an expense voucher system, requiring documentation for expenses submitted. I also implemented a timely submission of claimed expenses. I set up an accounting system, breaking each expense into numerous line items. Each voucher and check had cross reference numbers on them. At the end of every month, an accounting of income and expenses was provided to the Executive Board.

As a result, from 2014 onwards, it was noticeably clear what our income and expense were, and how much money we had in the bank account. The audit committee said that my audits were the easiest audits they had ever done because everything was clear and concise.

I chaired the Region IX Training Conference in Portland and have been a presenter at other Region IX Conferences. My presentations are well received.

I am a continually active recruiter, earning Oregon Champion Recruiter award this year.

As president I worked with Drusti at Headquarters and implemented Virtual Meetings for one Board Meeting a year, saving us hundreds of dollars. Working with Drusti, and because of the time restraints with working with someone at Headquarters, I convinced the Oregon Federation Executive Board to subscribe to GoToMeeting. I am the organizer.

I contacted Blue Cross and Blue Shield to see if they would like to sponsor the GoToMeeting. Molly told me they couldn't pay for technology but could advertise. So BCBS now has advertising (their logo on the start screen) for our meetings, at a cost that covers the yearly subscription for GoToMeeting.

I make myself available to all members of the Federation and Chapters and work hard on keeping everyone apprised of what is going on.

I have been active in Region IX activities, and was on a Strategic Planning Committee, The Future of NARFE. I am currently a Member of an advisory group to the National President, made up of a few Federation Presidents and Past Presidents.

I have worked with the National Staff a great deal and am well known at the National Office. I am very computer literate subscribing to Microsoft 365 and very competent with Excel, Word, and Outlook. I have also worked with Publisher and PowerPoint. I also subscribe to Adobe Acrobat Pro, and love making up fillable forms.

I utilize the NARFE Email System to provide Oregon NARFE members with information that I believe is pertinent to them. I have saved some members thousands of dollars informing them that their TSP withdrawals get the same subtraction as our federal annuity in Oregon. Members that I had never heard from before emailed or phoned me their thanks.

My background as Associate Training and Development Specialist, and as a Manager of the Postal Employee Development Center has prepared me well for the being a capable presenter of training classes at the Region and Federation levels. I have shared my OPM Online Services presentation with other Federations. I try to infuse humor in my presentations to keep it light.

I have been in the trenches with you over the last few years dealing with the aftermath of One Member One Vote and the transitioning to the new Association Management System. I have felt the same pain and frustration with both these changes, both at the chapter and federation levels.

I have been asked why I am running now. Previously I kept my schedule open because I knew that I probably need go back to Iowa and be my elderly mother's caregiver. This came to be in May of last year, with mom passing in July. I stayed until after Labor Day in Iowa to help my little brother organize things for the settlement of mom's estate. All three of my brothers complimented me on my organization skills, which was quite the feat to get my brothers to compliment me on anything. Therefore, my attention can now be more fully focused on NARFE.

Plus, with I earmarked part of the inheritance to fund my campaign. I had planned on attending all Federation Conference in Region IX. However, my Campaign Trail has dwindled to a dirt path..... COVID-19 limited my ability to do face-to-face campaigning.

I subscribe to many electronic newsletters that deal with Federal employees and glean information from them to share with members.

I asked a friend what my strong points and he were said I'm detail oriented, knowledgeable and all that other stuff. I think I excel in the 'Other Stuff'.

I believe that I am the best qualified for this position, because of my great communication and organizational skills.

Please vote for me as your NARFE Region XI Vice President. Voting begins with you receive the next narfe magazine and ends August 31st.

1921



2021

Campaign statement from Rich Wilson:

It is my intention to seek re-election to the position of Region IX Vice President when the vote is taken next year.

I joined NARFE in December 2004. In April 2005, I became 2nd Vice President of Chapter 1404. In September 2006, I became President of Chapter 1404. In March 2007, I was elected to the Washington Federation District II Vice President position. In May 2010, I was elected to Washington Federation Vice President. In July 2013, upon the death of the then Washington Federation President, I became Federation President. I was elected as Region IX Vice President at the 2016 National Convention in Reno, Nevada. In 2011, I served on the National Recruitment and Retention Task Force. I have served NARFE in leadership roles since 2005.

During my time as your Region IX Vice President, I hosted 2019 Region IX Training Conference, in June at Kennewick, Washington. In 2017, I served on the National Strategic Planning Team and with the Strategic Planning Committee to develop a plan of action NARFE will take in the next few years. Currently, I serve on the Budget and Finance Committee. In 2018, I participated in Federation Conferences in Alaska, Idaho, Montana, Oregon, and Washington. I attend Washington Federation Executive Board meetings, and the latest Oregon Federation Executive Board meeting via GoToMeeting. Lastly, I attended and participated in the National Federation President's Conference in July 2019 in Scottsdale Arizona. I've worked closely with the five Region IX Federation Presidents, keeping them current on NARFE issues as they have me about their Federations. I assist all Federation members who contact me getting answers to their questions.

We need to do a lot more work on recruiting and retaining active federal employees (AFE) not to mention retirees. We must develop more strategies for getting our name out to all federal workers and retirees, so they know NARFE is the only association devoted exclusively to serving and protecting the earned rights and benefits of all federal retirees, survivor annuitants and AFE's. In addition to recruiting, my efforts will continue to work on retaining members. I pledge to work with Chapters and Federations to find ways to keep the members we have.

I hope you will vote to give me the opportunity to continue to serve you as your Region IX Vice President for the next two years. Thank you for your support these past four years.

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