



MARYLAND FEDERATION NEWSLETTER

Winter 2013



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Chapter President's Corner
 Cel Aguigui, President
 Chapter 1260
 Southern Prince George's County



There is no doubt we are going through a difficult period in our history. We are witnessing an atmosphere of division and discord among our elected leaders as well as our fellow Americans.

In spite of the problems we face, let us not forget the fundamental fact of what it means to be an American: That, in spite of these setbacks and shortcomings, we are still the envy of people around the world.

Our vitality, energy, industry and creative spirit are unparalleled.

We lead other countries in providing economic, military and technical assistance to those who seek our help.

We send volunteers to help people in underdeveloped countries to improve their lives through education, health care, agriculture and organization.

We are the first to respond when disasters strike around the world.

People all over the world come to our shores to live and to share our prosperity, equality and pursuit of happiness. We see the awe and profound emotion in the faces of those who are about to become naturalized citizens of the United States.

As NARFE members who served our country as government employees, worked hard to provide for our families, and volunteer in our community, I hope we can remind our fellow Americans and ourselves about the true spirit of being an American. Let us be the voice of reason, cooperation, fairness and equality.

Let us not forget the fundamental fact of what it means to be an **AMERICAN.**

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258	Bethesda/ Chevy Chase	Allan Kam
306	Hagerstown	Russell Wingerd
357	Takoma Park	Minnedore Green
409	Frederick, Co-Presidents	Bill Elsen
409	Kathy Sggins
410	West-Mar	Donnie Gibson
422	Laurel	Barbara Hemming
581	Gaithersburg	Joe Marlin
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1127	Rockville	Jennifer Ramsey
1143	Leisure World	Barbara Walter
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1372	Tidewater	Louise Woods
1466	Calvert County	Shelly Ziman
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1892	Aspen Hill	Linda Cohen
1936	N.W. Baltimore Metro	Barbara Cuipe
1972	Waldorf/ La Plata	Neil McGrath
1990	Catonsville	Catherine Hiebler
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2262	Upper Marlboro	Bob Jacobs
2274	Ocean Area	Arlene Page
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PRESIDENT'S MESSAGE



Dan McGrath

I hope everyone had a Happy and FULLFILLING Thanksgiving and I wish you and yours a joyous Holiday Season and a Happy New Year.

Recently, I noticed that some active and retired federal employees are upset with not only the attacks on our earned benefits, but also with the shenanigans going on in Washington.

I also believe that the resulting sense of glum may be affecting our performance as NAFFE members. That is, we may be slowing down with regard to our recruiting and legislative activism. While contemplating this theory, I had the good fortune to read Cel Aguiqui's President's Corner message in the Chapter 1260 Newsletter. It made me feel good. Accordingly, I asked Cel if we could and we have reprinted it in this issue of the Federation's newsletter. As Cel reminds us, it's good to remember the fundamental fact of what it means to be an American. Over the short life of our great and prosperous country, in spite of all our faults, our citizens remain the envy of others. Once you have read Cel's article, let's recommit ourselves to renewed activism in protecting and increasing our membership numbers and in working with our Congressional Delegation to protect our earned benefits. It will be a slow process; however, like all good Americans we can do it. Because of this article, I am adding a "Chapter Presidents' Corner" to our Federation Newsletter.

At the National Executive Board (NEB) meeting in November, in closed session a motion was made and seconded to move to referendum the Maryland and Hawaii resolutions concerning the allocation of the ballot votes of the eNARFE chapter to the Federation Presidents where the eNARFE members live. The motion did not pass. There were no motions put forward to agree or disagree with the topic of the resolutions. Accordingly the resolutions will proceed towards consideration at the National Convention in August 2014. More information on this matter as well as some other subjects that were discussed at the NEB meeting can be found in Dick Strombotne's article titled "National Executive Board Observations"

appearing on page 10 in this newsletter. It is my opinion that Maryland has not wasted our time by putting our October 1 resolution forward for referendum. While the NEB and some federations have been aware of this problem, I believe that our action has resulted in a heightened awareness among the federations and will increase the chances of our resolution or a similar one at the 2014 convention. In fact, since the NEB meeting, a couple more federations have indicated their support for the MD resolution.

While on the subject of resolutions, it is appropriate to mention that the chapters need to be thinking about additional resolutions that we should submit for the 2014 Convention. In this regard, I direct your attention to Resolutions Committee Co-Chair Saj Durrani's "Call for Resolutions" on page 10 in this newsletter. Saj outlines the timetable for processing resolutions. In addition, Dick Strombotne's item on "National Bylaws & Standing Rules" is written with the intention of inspiring the chapters to act on developing one or more resolutions each.

As I was putting the finishing touches on this message I received an email from our Regional Vice President (Region II) Evelyn Kirby that Active Federal Employee (AFE) David Kosterlitz of Chapter 258 had been selected by National President Beaudoin for the Future of NARFE (FON) Committee Focus Group. Accordingly, I extend my congratulations to David. I appreciate not only his willingness to serve his fellow NARFE members, but, that of other fine Marylanders who considered serving on FON activities and may not have been selected. I think our Federation can take pride that we now have three of our members engaged in the FON Committee: Evelyn Kirby as Co-Chair, Ted Jensen as a Committee member, and now David Kosterlitz as part of the focus group.

The call letter for the Region II Training Symposium in Gettysburg, Pa., on March 31 and April 1, 2014 was sent out to the MD Federation Chapter Presidents on November 27, 2013. The MD Federation will reimburse its chapters for up to two \$75 registration fees. Please refer to the call letter, for the details, registration form and deadlines.

Along the same lines, the 2014 Service Officer Award – Call for Nominations was emailed to MD

(continued on page 4)

Chapter Presidents on November 24, 2013. Each chapter's nomination must be submitted by December 31, 2013 by email to the Federation

President at mcgrathsop@aol.com. For additional information, please refer to the call letter. ●●

LEGISLATIVE



Gary Roundtree
1st Vice President
Legislative Director

FEDERATION LEGISLATIVE COMMITTEE REPORT

IS THERE A GRAND BARGAIN DEAL OR NOT?

Since the last Maryland Federation newsletter, your Legislative Director/Federal Legislative Committee has been involved in the following activities: meetings with Maryland elected officials and Congressional representatives; Congressman Elijah E. Cummings' Affordable Care Act Symposium; Congressional Black Caucus Reception; Congressman Cummings Dinner Event; Capitol Hill Chained-CPI Rally with Representative Jan Schakowsky (D-IL), Senator Bernie Sanders (D-VT), and others; Maryland State and District of Columbia AFL-CIO 29th Biennial Convention; Senator Ben Cardin, Congresswoman Donna Edwards, Congressman John Delaney, Congressman John Sarbanes, and Maryland General Assembly Delegates and elected officials, Maryland/DC Alliance for Retired Americans Convention; Chained-CPI White House Rally; Recruitment Seminar Department of Veterans Affairs; Recruitment Social Security Administration; Recruitment Department of Defense event; Senior Expo; and USPS NALC Retiree Past President Dinner.

The government shutdown cost the U.S. economy a whopping \$24 billion in lost revenue and furloughed over 800,000 federal employees without pay for about two weeks. Congress' failure and irresponsibility to compromise and to reach a deal on the budget, sent people home unpaid, giving workers about four hours to clean out their offices leaving with no end to the shutdown in sight. Shutdowns are so disruptive that politicians rarely resort to them.

The last government shutdown happened about 17 years ago. The majority of Americans did not think it was a good idea for the Congress to shut down the government in the hope of derailing or repealing the Affordable Care Act, which is President Barack Obama's signature piece of legislation.

While attending Representative Elijah Cummings' Affordable Care Act (ACA) Symposium on September 14, I had the opportunity to have polite conversations with Representative John Conyers Jr. (D-MI), Representative Robert Scott (D-VA), and Maryland Lieutenant Governor Anthony Brown on the ACA, Chained-CPI and FEHBP. Members of Congress and their personal office staff will leave the FEHB and secure their health insurance through the exchanges, but they will continue to receive their government contribution.

The fiscal year ended September 30, but a short-term continuing resolution was passed to maintain funding until December 15. This agreement was reached on October 16, and signed by President Obama after midnight to end the government shutdown. The Conference Committee will be looking at all areas of deficit reduction including our concern that the Chained-CPI could be part of any budget deal put on the table. This law extends fiscal year 2013 funding through January 15, 2014, and requires the House-Senate Conference Committee to come up with a budget framework by December 15. Every Representative elected to Congress from the great state of Maryland has received a letter from the Maryland Federation 1st VP/Legislative Director stating that over the past three years, the federal community has contributed more than \$114 billion to deficit reduction. In addition through both the furlough savings from the sequestration and increases in contributions of federal employees hired after January 1, 2013 additional savings of an estimated \$15 billion resulted.

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In closing I would like to share with you a recent message from Jessie Klement, Legislative Director at NARFE's National Office to NARFE leaders in Budget Committee states – “As you probably heard by now, Senator Pat Murray (D-WA) and Representative Paul Ryan (R-WI) reached an agreement this week on the 2014 and 2015 budget. Before I dive into particulars, I wanted to thank you for your hard work reaching out to members of the budget conference committee. During the past two months, we saw many legislators come out against the idea of targeting federal employees. We believe that it was because of your outreach that these legislators took such a strong stance and kept current employees out of the agreement. As such, it is no longer necessary for you to contact your members of Congress on the budget deal.

Leading up to the announcement, there was heavy speculation that the agreement would include an increase in retirement contributions to active employees. Thanks to the strong advocacy by several legislators on the committee, as well as the entire federal community, that proposal was not included. However, the agreement does include a 1.3 percent increase in retirement contributions for new hires starting next year. These individuals will now be contributing 4.4 percent of their salary towards retirement, without an increase in benefit. Also included in the agreement is the addition of a “self plus one” option to the Federal Employees Health Benefit Program (FEHBP). OPM will establish a timeline for this new option but it could be available as early as the 2014 open season.

This is a two-year budget agreement and will offset some sequestration cuts for the next two years. It will be up to the appropriations committees to determine exactly which cuts will be avoided, but there should not be furloughs in 2014 and 2015. Thank you again for all of your hard work.”



Ed Bice

Ed Bice, Chair
State Legislative Committee

STATE LEGISLATIVE
COMMITTEE (SLC)
REPORT

2014 LEGISLATIVE PROGRAM PAMPHLET

The 2014 legislative pamphlet was finalized in November and emailed to Executive Board Members, Chapter Presidents, Committee Chairs, and State Legislative contacts. The pamphlet was posted on the Federation's website at the same time (<http://www.mdnarfe.org/2014LegislativePamphlet.pdf>).

I encourage all to look at the complete document, if you have not already done so.

BILLS

The SLC is introducing companion bills in the 2014 General Assembly session for the purchase and retention of Long-Term Care (LTC) insurance. The bills would annualize the present one-time \$500 tax credit in two \$250 phases for tax years 2015 and 2016, then \$500 for 2017 and annually thereafter for new or returning purchasers. The chief House sponsor is Delegate Jim Hubbard (D-District 23). The chief Senate sponsor is Senator Kathy Klausmeier (D-District 8). You are asked to contact your senators and delegates requesting that they support these bills.

A new initiative for 2014 is to equalize the tax subtraction from income for public service retirees and military retirees. At the present time, military retirees receive a \$5,000 subtraction from pension income. We propose to equalize the \$5,000 subtraction from income for public service retirees and increase the amount of the subtraction to \$10,000, for both military and public service retirees age 65 or older in phases beginning in 2015. At this time, we are seeking sponsors.

REACHING OUT

In preparation for the 2014 session, members of the SLC have met with various people to exchange information about NARFE and seek support for our legislative activities. On July 23, Ed Bice and Chuck Thomas met with Senator Kasemeyer, Chair, Senate Budget and Tax Committee and legislative analyst Maureen Benne. Bill Ferguson, Gary Roundtree and Ed (continued on page 6)

Bice met with Peter Baron from Speaker Busch's staff on August 23. Bill, Gary and Ed met with David Sloan from Governor O'Malley's office on September 3. In November, additional meetings took place, seeking support for SLC issues. Dick Strombotne, Bill and myself meet with Robert Rehmann, a principal analyst with the Department of Legislative Services on November 5 for a discussion of the LTC insurance bills. On November 7, Dick, Joe Young and myself met in an hour-long meeting with Delegate Sheila Hixson, Chair, House Ways and Means Committee, in a discussion of our issues. Let me thank all the members of the SLC for their support in preparation for the upcoming legislative session.

INCENTIVE

The SLC is again offering to pay for parking at the Navy-Marine Corps Stadium (\$5) to any NARFE member who attends a hearing in Annapolis, when our supported bills are heard in committee. In addition, any chapter that has three or more of the chapter members attending a bill hearing at the same time will receive \$35. ●●



Dave Roseman
MD-PAC Treasurer

Dave Roseman

MD-PAC COMMITTEE UPDATE

The State Legislative Committee has been hard at work this past fall updating our proposed Legislative Agenda for the upcoming session of the Maryland General Assembly. The state of the Maryland budget and the election cycle for our Maryland State public officials were some of the more important factors considered.

For the first time in a number of years our Governor and state legislators cannot dismiss out-of-hand any legislation that either reduces revenue or increases costs based upon the state of the budget. Years of raising taxes, fees, etc., and a rebounding Maryland economy have made that argument moot. Our legislators will also be more inclined to listen to their constituents this year since 2014 is an election year for all of our State representatives. Anything they do during the upcoming session will surely be

used by either them to tout the good they have done or their opponents to tout the bad they have done. Thus, we have an opportunity to clearly influence our legislators by presenting our agenda for legislation this year. We need to back up this presentation with a promise of our membership being behind this and that they are prepared to vote according to these issues. Legislators know that some groups such as the NRA are basically single-issue groups and that their members will vote according to how they legislate on the issue of concern, no matter how they vote on other issues. NARFE is not a single-issue organization. We have an agenda that will help all seniors in general and retired federal employees in particular. Our agenda will also be good for the State of Maryland, allowing it to better compete with states, such as North Carolina and Pennsylvania, for senior dollars and volunteers.

Our legislative agenda includes an increase in the exclusion of income for public employee and military pensions of \$10,000. It includes tax credits for long-term care, reduced real estate taxes for seniors based upon need equalization of the senior exemption. One of the best ways for us to make our position known to our legislators is through our support of them via the Maryland NARFE PAC (MD-PAC).

The PAC receives requests from legislators for monetary support via attendance at fundraising events. The Political Action Committee gets input from the chapters from the legislator's district and then votes on support or no support. For those that we support we have members of the State Legislative Committee as well as NARFE officers or members from the legislator's district attend these events. Not only do we have the opportunity to make our case to the legislator, but in addition to all of the other legislators who attend the event and also to the other lobbyists and groups that are attending. Thus the money contributed to the PAC gives voice to the NARFE Legislative Agenda for the state.

The period between now and next November is crucial. We need to make an all out effort to get our legislation passed now and if not to show through our efforts that we will only support those legislators for re-election that support us. In addition to each member calling or writing their legislator, they can make a donation to the PAC and reinforce our

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contacts with the legislators. Remember a year next November it will be four years before our legislators will face re-election. Act now. Donate now. Make

your check out to the Maryland NARFE PAC and mail it to 6 Thorburn Road, Gaithersburg, MD 20878. ●●



Jo Anne Groves

Jo Anne Groves
2nd Vice President
Membership Director

MEMBERSHIP UPDATE

The decline in membership numbers has consistently slowed each month of this year. This gives us renewed hope and vigor to work hard at raising the membership numbers even higher within the Maryland Federation.

The Federation and Chapter members have jointly participated in many events this fall, informing federal retirees and active employees of the many reasons they need to join NARFE. We have amended functions within the federal workplace such as the Veteran's Associations, Social Security Administration, Defense Information Systems Agency, Postal Offices events, and 50+ Expos in Baltimore, Silver Spring and Columbia. Chapter members represented us at the FEHB meetings held in various locations as well as numerous community events. We must continue this type of activity throughout the year to ensure our word is getting to the largest federal population possible.

We are working to gain access to more federal buildings in order to reach active employees before they retire. This is NARFE's future. If you know an active employee, recruit them as an advocate for NARFE. Provide them with NARFE applications to keep at their desks. Ask them to tell other workers that we are not a union. Remind them that we work only to save our earned benefits.

I plan to keep in close contact with the chapter presidents and membership chairs to hear their ideas, suggestions and comments for increasing our membership. Due to suggestions from the chapters, I am working on a policy to present to the Federation president that will make it more equitable for chapters to participate in activities in their

MEMBERSHIP

neighborhoods and to assure that we are spending our membership funds wisely.

If you know of events we should attend, please contact me at jo.groves@comcast.net or Barry Grier, our Events Coordinator, at forbarryg@aol.com. We are happy to help.

EACH ONE REACH ONE/ ACCEPT THE CHALLENGE!! ●●



Dick Strombotne

Dick Strombotne, Chair
Membership Retention
Committee

MEMBERSHIP RETENTION COMMITTEE REPORT

Chapter officers are well aware of NARFE's declining membership numbers. It is a rare chapter that has experienced any increase in the number of members in recent years, other than by merging with another chapter. For Maryland NARFE, the number of voting members has dropped 20 percent since January 2011. There are several reasons for this decline.

First is the fact that the number of new members recruited into NARFE has dropped significantly. In the 32 months since March 2011 through October 2013, the number of new members recruited into NARFE totaled 34,817. It looks like a large number but it is 40 percent fewer than the number of new members in the comparable period from March 2008 through October 2010. (The increase in national dues went into effect in March 2011.) Moreover, many of the new members recently recruited went into the new eNARFE Chapter 2363, which was established in March 2011 and now has 20,000 members (with about 8 percent of them living in Maryland). NARFE Headquarters has made recruitment into eNARFE Chapter 2363 a high

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priority. By definition, members recruited into the eNARFE chapter are not members of local chapters.

Second is the fact that too many members do not renew their memberships in NARFE. There are several things that chapter officers can do to help slow the decline in membership and eventually reverse it to start increasing total membership. The most important thing is to keep the current members of chapters and to reach out to the lapsed members who have not renewed their membership in NARFE. See below for more on this point.

Third is the fact that every year significant numbers of NARFE members die, as expected in a population of elderly people. There is nothing that can be done about this. Some of the deaths are reported but there are many unreported. Early in 2013, NARFE Headquarters dropped from the rolls of Life Members and Honorary Members the names of several thousand previously unreported deceased members. The number of them in Maryland is estimated at 317.

Dues Withholding. Since February 2011, the start of Maryland NARFE's monthly mailings offering rebates to members in certain groups who sign up for dues withholding, there have been 413 members who have signed up for dues withholding through November 28, 2013. Of these, 133 have received rebates from Maryland NARFE. Despite this success, increasing the number of members on dues withholding is like running on a treadmill because older members die even as newer members are added. Specifically, in May 2011, after the first mailing of the DWIP rebate offers to first-time members, the total number of members on dues withholding was 2,309 in Maryland. Thirty months later, in October 2013, there were 2,332. Since 413 members were added to the dues withholding rolls it follows that 390 had died, for a change of -16.9 percent or an average annual rate of minus 6.8 percent due to deaths.

By getting current re-ree members to sign up for dues withholding by describing the benefits of lower costs, no hassle with membership renewal, and never risking being dropped for non-renewal, chapter officers will be giving their chapter members useful service. This can be borne out by asking for a show of hands of those on dues withholding at future chapter meetings. It can be facilitated by pointing out the

Dues Withholding application form in each issue of narfe magazine behind the new member application (http://www.narfe.org/pdf/DW_NewMembers_Re-rees.pdf).

In Maryland, about 17 percent of eligible members are on dues withholding, a rate that is comparable with the neighboring Virginia Federation. The rate for all of NARFE is about 29 percent. Also see the front-page article on dues withholding by Bridget Boel in the recent issue of the Recruitment and Retention Journal for further ideas.

Lapsed Members. Recall that Headquarters (HQ) sends several renewal notices to members. The first is sent about nine weeks before a member's expiration date. The second is sent a few days before the expiration date. Three months after the expiration date, the non-renewing members receive a copy of narfe magazine with a cover wrap stating that this is the last issue they will receive. They are listed as non-renewing members in membership records at this time. Most members respond to one of these renewal notices. Many respond promptly after receiving the cover wrap notice. NARFE sends two more renewal notices two months and four months after the cover wrap notice.

A good time for retention officers of chapters to contact their non-renewing members about rejoining would be one month after they receive the cover wrap notice. The Online Activity Module (OAM) on the NARFE website for use by chapter officers makes it very easy to identify the dropped members. This database is updated daily. By delaying for one month contacting those listed as dropped, some time after the 15th of the month, those who promptly responded would not be on the list of non-renewing members and would not have to be contacted. Members find it annoying to be asked to renew their membership after they already have done so.

As reported in previous issues of the newsletter, Maryland NARFE sends monthly mailings to lapsed members; they include a personalized letter from the Federation President asking a member who has not renewed to reactivate his membership in NARFE. These mailings go out six months after the member is reported as not renewing, that is, after the usual renewal process by Headquarters has been completed. The positive response rate for these

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leaders is more than 7 percent. Further, NARFE Headquarters has been contacting lapsed members with expirations more than a year old by mail, email, and phone and has been successful in getting many to rejoin, but mainly going into eNARFE Chapter 2363.

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FINANCIAL



Dick Strombotne
Treasurer

TREASURER'S REPORT

Dick Strombotne

The accompanying table reports revenues and expenditures for Maryland NARFE through November 30, 2013. Revenues exceed \$75,000. They are mainly from the 10 percent fund revenues from NARFE Headquarters required by the National Bylaws, as supplemented by revenues from the State Convention in May and per capita remittances from all but a few chapters that are due by the end of December, plus lesser revenues.

Expenditures through the end of November exceed \$87,700, resulting in a current deficit of \$12,300 or so. By the end of the year the deficit is expected to shrink to about \$7,000 to \$7,500, which should be compared to the projected deficit of \$10,150 when the budget was approved in February. By the end of the year, total assets should be about \$77,000, including four Certificates of Deposit worth \$35,480.

Not included in the 2013 report are expenditures for the remainder of a contract for a social media consultant to assist Maryland NARFE with membership recruitment and outreach. The total contract is for \$5,500 and NARFE Headquarters prepaid matching funds of \$2,750; total billings through the end of November are \$2,294.

MARYLAND FEDERATION OF CHAPTERS FINANCIAL REPORT for CY2013 As of November 30, 2013

INCOME	<u>TOTAL TO</u> <u>11/30/2013</u>
National Membership Dues	\$ 52,095.37
Chapter Per Capita Dues	\$ 5,701.00
Interest – B of A Savings	\$ 29.66
Interest – B of A CDs	\$ 467.33
Income - State Convention	\$ 12,133.40
Income – Mini-Convention	\$
Matching Funds	\$ 2,750.00
Other Income	\$ 2,300.00
TOTAL FUNDS AVAILABLE	\$ 75,476.76
EXPENDITURES	
Ad Hoc Committees	\$ 88.03
Administration, Gen.	\$ 3,088.92
Alzheimer's/ Lupus	\$
Chapter Assistance	\$ 2,198.10
Convention, Mini	\$
Convention, Maryland State	\$ 44,636.26
Convention, NARFE National	\$
Executive Committee	\$ 6,507.10
Federation Board Meetings	\$ 10,480.04
Legislation, Federal	\$ 4,084.10
Legislation, State	\$ 3,603.45
Membership/ Recruitment	\$ 7,544.49
Newsletter	\$ 1,331.13
Retirement Asst. Ctrs	\$
Service Officer	\$
Training	\$ 4,148.58
Website	\$
TOTAL FUNDS DISBURSED	\$ 87,760.11
FUNDS SURPLUS/ (DEFICIT)	\$ (12,283.35)
BEGINNING BALANCE- 1/1/2011	\$ 84,148.93
ENDING BALANCE (Net Worth)	\$ 71,856.58

REPORTS, NEWS, EVENTS AND INFORMATION



Evelyn Kirby
Region II Vice President

Evelyn Kirby

REGION II UPDATE

As this year ends, we look to 2014 with high hopes. These include no—or at least far fewer—legislative attacks, respect for the federal worker, Congressional action that is NOT crisis dictated, and NARFE membership on the up-tick. On the bright side, I salute the Maryland Legislative Committees as they tirelessly advocate and rally others to join them. Their grassroots work and encouragement of local lobbying is spot-on, even if not registering yet with some politicians. I challenge ALL to be activists and not “let someone else do it.” Silence is consent. I applaud the spirited representation and outreach across Maryland at agency and community events where NARFE speakers and recruiters highlight the value of NARFE and urge folks to sign up. Of course, it’s prime time for making gift memberships. Think about it. I’m glad for the constructive, out-of-box thinking Maryland offers on NARFE practices, and Maryland’s inroads and trailblazing toward increased use of technology. Maryland’s donations to NARFE’s fundraising drives have been critical to keeping our voice loud. Remember, every penny from fundraising goes to the purpose stated. Talk it up.

For my part, I will continue the periodic, insightful teleconferences with the five Region II Federation Presidents begun last January. There will also be Region-wide Membership Chair teleconferences—since the initial one in October was deemed successful. I will keep providing informal news and highlights of Headquarters and National Executive Board activities as quickly as I can. The speedy relay of information and ideas to and from you is important to equipping NARFE leaders everywhere to do their best. Plus, I will keep anticipating positive steps to take and working

for NARFE to have good policy and give good service. As Co-Chair of the Future of NARFE Committee, appointed last August by President Beaudoin, I’ve engaged in many meetings and frank discussions of substantive issues. This will continue, with recommendations projected to be ready in coming months. All I can say right now is “Stand by” and appreciate that in all things change is inevitable though not always easily welcomed. There is lively interest in the upcoming Training Symposium in Gettysburg, March 31-April 1. Information on this is out, including how to register for the hotel and class preferences. Book soon. See you there. Lastly, the January narfe magazine will give details members will want to have about the National Convention August 24-28 in Orlando. Yes, much is ahead in all our futures to keep us busy as we champion NARFE’s mission and well-being!

Enjoy health and happiness in 2014. Join me in a New Year’s resolution to strengthen NARFE for the long haul. ●●



Saj Durrani., Co-Chair
Resolutions Committee

Saj Durrani

CALL FOR RESOLUTIONS

NARFE will hold a National Convention in August 2014, and all Federations will have an opportunity to submit Resolutions relating to National Bylaws, National Policies and Procedures, and other national-level issues for consideration at the Convention.

If your Chapter wishes to propose a Resolution on one of these topics, please send it to our Federation Secretary Pat Farmer (buonspaf@aol.com) by March 6, 2014. The Secretary will forward it to the Resolutions Committee (ResCom), which consists of the Federation’s Executive Committee, plus several appointed members. The ResCom will ask you for additional information, if needed, and will present its recommendation to the Federation’s Board to

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“Adopt,” “Not Adopt,” or “Adopt as Amended” for each Proposed Resolution.

The Federation’s Board will consider the Committee’s recommendations at its “Mini-Convention” on May 5-6, 2014, and will decide appropriate action. After that, the Federation Secretary will forward to Headquarters any Resolutions that are adopted at the Mini-Convention, for consideration at the National Convention.

If you have any questions, please contact me at sajurrani@aol.com or John Stackpole at jstackpo@alum.mit.edu, the Resolutions Committee Co-Chairs, and we will be glad to answer them. ●●

NATIONAL BYLAWS & STANDING RULES

Dick Strombotne
Maryland NARFE Treasurer & Past President

Next year the delegates to the National Convention will be considering a number of changes to the National Bylaws. Some will come from the committee reviewing the conformity of the bylaws to the DC statute governing nonprofit corporations. Others will come from chapters. Maryland NARFE has already submitted a proposed amendment that would allocate the ballot votes of the eNARFE chapter to the presidents of federations where the eNARFE chapter members live. Chapters will have only a few months to consider and submit resolutions to amend the bylaws and change policies and procedures of NARFE. The deadline for submitting resolutions to Federation Secretary Pat Farmer is March 6, 2014. They will be acted on at the Mini-Convention May 5 and 6 after review by the Resolutions Committee.

Here are a few suggestions and comments regarding NARFE’s Bylaws and Standing Rules. They are based primarily on my review of the 2012 Bylaws as adopted at the 2012 National Convention. This is not intended to be a complete overview. For the most part, actions are proposed without providing rationales. References to the Bylaws take the form I.4.D while references to the Standing Rules take the form RI.D.1.

Bylaws

1. Add Bylaw specifying procedure for amending Articles of Incorporation.

2. Broaden eligibility for membership to include holders of TSP accounts.
3. In I.4.D, add statement that a member is reinstated upon payment of current national and chapter dues.
4. Add 5-year membership for payment of four years national dues and average chapter dues. Chapters will receive average chapter dues in four annual installments.
5. Term limits. II.1.C.1 & 2 are contradictory. Delete “consecutive” from term limit for president. Add prospective three term limit for other NROs. Clarify intent of II.1.C.2 regarding election of person who has held the Presidency for more than one year.
6. Dues of Officers listed in Rules should be restored to Bylaws.
7. Specify that NROs and RVPs are ex-officio members of NEB.
8. Specify procedures for federation presidents in a region to fill a vacancy in the RVP office.
9. Add three “Members at large” to the NEB, to be elected at National Convention for a two-year term by ballot votes of all chapters.
10. In Article IV, define “District” as a possible subdivision of a federation.
11. Require minutes of NEB meetings to be published in narfe magazine, not just an “official publication,” so they can be read by all NARFE members.
12. Permit adjacent Federations to merge by mutual agreement.
13. Review language, which states “actions by a federation shall be advisory only upon the chapters...” Is it still needed?
14. In IV.5.F, how are chapter dues of an Associate Member assessed?
15. In V.2, delete the requirement for annual meetings of Federation Presidents.
16. In V.1.B2.b.6, restore the specific language regarding ballot voting on changes in national dues from the 2010 Bylaws.
17. In Article VI, Indemnification, the language is too broad. It should include additional limits.
18. In VIII.2.B, permit amendments to the Bylaws to take effect at a time specified in the

(continued on page 12)

resolution proposing the amendment or in the Bylaw language itself.

19. In VIII.1, delete authority of a special committee designated by the NEB to propose Bylaws amendments. This delegation of a Board power is prohibited by DC statute.
20. In VIII.4, change referendum condition from 10 percent of chapters to 50 percent of members. What is the voting procedure for chapters when voting on a referendum?
21. Add requirement for national dues to be adjusted to the nearest whole dollar every four years based on the past four COLAs, without further action by the members or the NEB. First adjustment to take place in 2015 based on COLAs for 2011 through 2015

Standing Rules

1. In RI.1.D, current language regarding National Life Only Members is unenforceable.
2. Restore to the Bylaws the right of a member to belong to any chapter (RI.2.A.1).
3. In RI.2.C, change the amount remitted to a chapter for any new member to \$10 from 1/3 of national dues.
4. RI.4 does not reflect current practice in the OAM regarding membership lists and labels.
5. Restore to the Bylaws the requirement to publish an official publication that each member can receive (RI.5). There is a conflict with III.3.C.
6. Dues of Officers. Restore to Bylaws.
7. National Convention committees. President appoints members but NEB is charged with regional representation. The responsibilities are inconsistent. (RV.3.B.1 & 2)
8. In RV.3.B.6, change "national headquarters" to "NEB." ●●

ALZHEIMER'S AND LUPUS

Barbara Jacobs, Chairman

Every Chapter should have an Alzheimer's Coordinator. A copy of the Chapter Alzheimer's Coordinator's Manual can be downloaded from the National NARFE website. This is a handy tool you can

use to help you get your collections sent in correctly, with no problems. It is an easy procedure to follow.

Chapter members can make a tax-deductible contribution to support Alzheimer's research. Checks should be made payable to "NARFE Alzheimer's Research" and given to the chapter Alzheimer's coordinator. The chapter will then forward it to the Federation Alzheimer's Chairman Barbara Jacobs who sends all donations/gifts to the Alzheimer's Association in Chicago to be included in NARFE's Fund. This procedure ensures that both the chapter and the Federation will have accurate records of donations, and enables the Alzheimer's Association to process the donations quickly and efficiently.

You will receive an acknowledgement for tax deduction; however, your checks must have a name and address in order to receive an acknowledgment from the Alzheimer's Association.

Memorial gifts should also be sent through the chapter coordinator to the Federation Chairman, as above. The Federation Chairman (not the Alzheimer's Association) will send an acknowledgment of the donation to the family of the deceased, upon request. Anyone can make a memorial or honor gift to the NARFE Alzheimer's Fund, including non-members.

Chapter officers with questions about how the program operates (handling donations, memorial gifts and acknowledgments, or ordering materials for special events) may contact me and I will do my best to help you.

For the Lupus donations, just send your checks to me, the MD Federation Lupus Chairman, and I will put a cover letter with them and send them in.

History of NARFE's Involvement with Alzheimer's Disease

NARFE members have played a role in seeking a cure for Alzheimer's Disease since 1985. NARFE supported Alzheimer's Disease Research especially at the New Mexico Federation of Chapters Board Meeting on June 11, 1983. The New Mexico Federation was the first NARFE contributor to Alzheimer's Research.

In 1985-86, the NARFE National Executive Board approved funding Alzheimer's Disease through contributions from chapters. The goal of \$500,000

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for Alzheimer's Research grants was set. President Lud Andolsek's memo to all State Federations stated that: each Federation President appoint a State Coordinator and each chapter appoint an Alzheimer's Chair.

In 1987-88 the first National Alzheimer's/NARFE Control Committee was appointed. The first meeting of the Control Committee was held with ten members each representing their Region. The first \$500,000 check was presented to the Alzheimer's Association in 1988. The first research grant sponsored by NARFE was awarded in 1988.

The years from 1988-1991 proved successful in raising funds for Alzheimer's Research grants. The first million dollars included all the funds raised since 1985. At this time, NARFE was committed to the Alzheimer's Research program and began the serious business of setting goals to attain more dollars for research.

In 1991, NARFE signed on with the Zenith Fellows Program, the Alzheimer's Association most distinguished donor program. A pledge was made to raise \$1 million in 10 years. This goal was met in less than five years (August 1995). The research grants selected by NARFE continue to grow each year as new goals are set.

In 1995, another goal was set called "Target 2000" - contribute another \$1 million by the year 2000.

In September of 1998, a worthy goal of \$5 million by 2005 was established with a unanimous vote by the delegates at the National Convention in Orlando, Florida. This goal made history with completion in June 2003 - 2 1/2 years ahead of schedule.

In 2003, a new goal of \$7 million was recommended by the National Committee at their 2003 Annual Meeting. That goal was met in July 2007.

In 2006 during the National Convention in Albuquerque, New Mexico, with the Committee's anticipation that the \$7 million would be met in 2007, they recommended to the convention delegation that a new goal be set at \$8 million with no slogan or time frame. The delegation approved. The \$8 million goal was met in February 2009.

In 2008 during the National Convention in Louisville, Kentucky, again with the Committee's anticipation that the \$8 million goal would be met before the 2010 National Convention, the committee

recommended to the convention delegation a new goal of "\$9 million by NARFE's 90th Birthday." Again the delegation wholeheartedly approved. The \$9 million goal was met during the first month of 2011. Members raised the \$1 million in 23 months.

In 2010 during the National Convention in Grand Rapids, Michigan, the committee recommended to the delegation a new goal of \$10 million by 2012. Again the delegation approved.

In 2012 during the National Convention in Reno-Sparks, Nevada, with the Association's goal of raising \$10 million in 2012 within reach, Jane Rodgers, chair of the NARFE-Alzheimer's National Committee, gained overwhelming approval from delegates for a new national goal of \$11 million in 2014. The \$10 million was met in November 2012.

As of Sept. 30, 2013 the NARFE fundraising total is \$10,501,105.98.

As of Oct. 10, 2012 NARFE has funded a total of 60 researchers since the program was officially started in 1985.

The Federation and I thank all chapters that do contribute, and I want to stress to you how important it is for all chapters to participate in giving contributions to Alzheimer's and Lupus.

Portions of this article are borrowed from Jane Rodgers, Alzheimer's Chairman. ●●

MARYLAND NARFE INDUCTEES IN MARYLAND SENIOR CITIZENS HALL OF FAME

Pat Farmer, Secretary

On Oct. 17, two members of the Maryland Federation of NARFE Chapters, Randolph J. (Joe) Self and Marty Strombotne, were inducted into the Maryland Senior Citizens Hall of Fame at a luncheon at Michaels Eighth Avenue, in Glen Burnie.

Thirty-six senior citizens statewide were selected for this honor and five of the newly inducted members of the Hall of Fame were awarded the coveted GERI (for geriatric) award, which is considered the equivalent of the Emmy or Oscar. The GERI is awarded for extraordinary humanitarian community service.

Hall of Fame inductee Joe Self, of Chapter 2306,

(continued on page 14)



Joe Self

Carroll County, was awarded a GERI. Since moving to Carroll County in 1994, he has been a tireless volunteer. A hands on volunteer, Joe is active in the Freedom District Lions Club, having served as President and Chairman of numerous service committees, the Wesley Freedom United Methodist Church in Eldersburg, and NARFE Chapter 2306, for

which he served four terms as President. He also serves on the state level as secretary of the State Legislative Committee for NARFE Maryland. Joe also volunteers with a number of other organizations.

Inductee Marty Strombotne, of Chapter 581, Gaithersburg, was recognized for all the volunteer work she does. Marty has served on the landscaping committee at Lakelands Ridge in Gaithersburg for the last decade, helping to make it a more attractive



Marty and Dick Strombotne, family and members of Chapter 581.

place to live, and as Secretary of the Executive Board of the Condo Association for the past eight years. For several years, she has been active among the leadership

of the Retirees Chapter of the Service Employees International Union (SEIU) Local 500. Within NARFE she is the Secretary of the Gaithersburg Chapter 581 and Sunshine Lady; Registrar for the Maryland Federation for board meetings, conventions, and training sessions; informal advisor to the Executive Committee; and served on the Ballot and Teller Committee at the last two national conventions.

Congratulations to Joe and Marty on this most deserved recognition! ●●

GORDON BROWN RECOGNIZED AT "ROAST"

Pat Farmer, Secretary, with input from Allan Kam, President, Chapter 258, Bethesda/ Chevy Chase

The Gordon Brown "Roast," organized by Allan Kam, of Chapter 258, took place at the June 14 Chapter 258 meeting at Alito's La Tratoria Restaurant, in Friendship Heights. Immediately after National Vice President Paul Carew installed Allan Kam and the other new chapter officers, and Gordon Brown's term as Chapter President had just ended, the roast began.

The roast took the form of a "trial," presided over by "The Judge" Allan Kam, wearing a black judge's robe. Among the roasters/witnesses were:

Chris Brown, Gordon's son; Manny Karbeling, Past President of Chapter 258; Judy Park, retired NARFE Legislative Director; and Ted Jensen, Immediate Past State President. Judy and Ted weren't able to attend the event but both provided written remarks/testimony, which were read by stand-ins.

The purpose of the "trial" was to "adjudicate whether Gordon Brown was actually guilty of being a dirty old man unworthy of any award," as he stepped down as chapter president. The Judge ruled that Gordon Brown was worthy of an award.

National Vice President Paul Carew, one of the "roasters," then presented Gordon Brown with a plaque from National NARFE, recognizing Gordon's 34 years of outstanding service to NARFE, including his service as National Secretary and as president of two different NARFE chapters in Maryland.

Congratulations, Gordon, on this National recognition and on a job well done! The Maryland Federation salutes Gordon's loyal, lively and long-time support of the goals and objectives of NARFE ●●



L-R Gordon Brown, Chapter 258, Paul Carew, NARFE Vice-President



Pat Farmer, Federation Secretary

SECRETARY'S REPORT

Pat Farmer

In regard to Federation business, I have been busy sending out call letters, training seminar information; forwarding resolutions to Headquarters; sending other informational emails; and responding to members' queries. I want to remind you to let me know of any Directory changes I need to make concerning your chapters and don't forget to keep your F-7 information up to date as information changes in your organization. I also want to thank each of you for your patience as I took over the job of Federation Secretary.

You may or may not know that when Ted Jensen was Federation President, he asked me to join the Maryland Gerontological Association (MGA) Board as the representative of the Maryland Federation of NARFE Chapters, replacing Frank Chase. I continue to serve on that board, currently as its Membership Chair. My main contribution to the MGA has been the creation of a three-panel membership brochure to publicize the organization and to recruit new members. I have also been involved in the planning for some networking breakfasts and in updating the bylaws.

MGA is a multidisciplinary organization of professionals and advocates in the field of aging, dedicated to training and supporting people working with older adults and their caregivers. I consider myself a "lay person" on this board because I am not a professional in the field of aging. I am aging and am concerned about the future of older adults, so I consider myself an advocate for seniors and their future.

The MGA offers educational events, such as its annual Spring Conference on Aging, which offers access to the latest trends, research and policies in aging; and peer contact through Networking Breakfasts and Forums. Previous educational topics have included "Care Transitions;" "Health Reform;" "The Dementia Journey;" "Hoarding;" and "Aging in Place."

Save the date for the 2014 MGA annual Spring Conference – Wednesday, June 4, 2014 at the Charlestown Retirement Community, in Catonsville. I will provide more details at a later time. Go to www.mdgerontology.org for more information on MGA.

Another form that my advocacy for seniors takes is that I write the "Senior Circles" column for the Howard County Times twice a month and use this venue to pass on information of importance to seniors and to highlight seniors and their accomplishments in the community. In the last few months, I have covered telephone scams perpetrated against seniors. I am sure all of you have been receiving these robocalls targeted at seniors; some are about a life-saving alert bracelet, some are about the \$3,000 worth of grocery coupons seniors are eligible for. I also wrote about a solution to these unwanted robocalls, which might work for you and I am passing the information on.

Check out the website for NOMOROBO (No More Robocalls), <http://www.nomorobo.com>. Nomorobo is a free service to stop robocalls. It works by using "simultaneous ringing." When someone calls your phone, Nomorobo is able to instantly screen the call for you. If it is a robocaller, Nomorobo answers and immediately hangs up. The only thing that you will hear is a single ring on your phone.

Once you have enabled and verified Nomorobo on your phone, use your phone like normal. If you only hear one ring and then it stops, you know a robocaller was just blocked. If the phone continues ringing, you should answer it.

I enabled NOMOROBO on our home phone and IT WORKS! When I was home sick recently, the phone rang and on the TV screen (caller ID), I saw "senior wc" and an out of area phone number. The phone only rang once. Less than a minute later, the phone rang again and the screen showed "senior alert" with another out of area phone number. Again, the phone only rang once. Try it and see if it works for you. If it doesn't, contact your phone provider. You may have to install simultaneous ringing.

The only numbers that are blocked are reported, illegal robocallers. Your doctor's office, prescription reminders, weather advisories, etc., will not be

(continued on page 16)

blocked. Nomorobo isn't blocking political and charity calls yet.

A robocaller or a telemarketer will occasionally slip through. They keep changing their tactics and Nomorobo keeps adapting. If a robocall does come through on your phone, report it at <http://www.nomorobo.com/report/create>. ●●

NATIONAL EXECUTIVE BOARD OBSERVATIONS

Dick Strombotne, Treasurer

President Dan McGrath and I attended the National Executive Board (NEB) meeting in Alexandria, VA, on November 19 and 20, along with Jackie Lowe of the DC Federation and a few other observers. Dan McGrath attended the full two days; I was only able to attend until noon on November 20. These are personal observations and comments, not an official record.

On Thursday, November 21, the NEB went into executive session to discuss bylaws amendments submitted by the Maryland and Hawaii Federations regarding the allocation of the ballot votes of the eNARFE Chapter to the presidents of federations where the eNARFE chapter members live. Region II Vice President Evelyn Kirby subsequently reported that her motion to send the Maryland proposal to a referendum vote of the chapters did not meet the requirement for approval by the NEB by a two-thirds vote (10-4). So, there will be no referendum voting on it. It has been submitted for consideration at the 2014 National Convention where the delegates can act on it. It seems likely that the eNARFE Chapter President will be able to cast 10 percent or more of the ballot votes at that time.

The Wednesday morning session was wholly devoted to discussing the Membership Strategic Plan for 2014 in great detail along with other membership matters. Secretary Elaine Hughes led the presentation and Membership Marketing Director Bridget Boel provided details. The full presentation has been posted on the NARFE website (http://www.narfe.org/pdf/2014_Update_Strategic_Plan_PowerPoint.pdf). It appears to this observer that the main recruitment and retention efforts by NARFE HQ are directed to

increase the number of eNARFE members. As of Tuesday morning, November 19, 2013, eNARFE Chapter 2363 had 19,265 members, 8.2 percent of NARFE's voting members. The routine dues renewal mailings to members seem to be the primary activity by HQ to retain members in local chapters. (A notable exception is Bridget Boel's excellent, front page article on dues withholding in the Recruiting & Retention Journal for July through September 2013. Here is the link: http://www.narfe.org/pdf/RRJ_112013.pdf.)

Following the shutdown of the Federal Government early in October 2013, the Headquarters staff developed and rolled out an offer of free six-month memberships in NARFE, eChapter 2363 only, for current federal employees, until December 9, 2013. More than 1,700 new members came into eNARFE Chapter 2363 by November 19. Some of them will become dues paying members when the six-month memberships expire and those who don't will be retained on NARFE's prospective members list. HQ will take special actions intended to convert these new members to dues paying members. These six-month members arguably will not have voting rights as they did not pay national dues as required of Regular Members and cannot be counted in the determination next spring of the ballot votes of eNARFE Chapter 2363 for the 2014 National Convention.

Bridget Boel explained that testing of recruitment letters in the semi-annual OPM blind mailings offering various options for membership had useful results, as follows. The response rate to letters offering both eNARFE and local chapter membership was significantly less than the response rate for letters offering eNARFE only. In a comparison of the response rates for letters offering eNARFE membership vs. local chapter membership for the identical same \$40 membership fee, the eNARFE letters won, in early testing. Bridget Boel clearly favors sending only letters offering eNARFE chapter membership in future OPM blind mailings as the most effective way to increase overall membership in NARFE. However, this will remove a major source of new members to local chapters. See the Membership Retention report in this issue for further discussion.

(continued on page 17)

On Tuesday, November 19, Bill Shackelford, who is the Chairman of the Bylaws Review Committee and a past president of the VA Federation, reported on the status of the committee's review of National Bylaws approved at the 2012 convention in light of the DC statute governing nonprofit corporation - that means NARFE. He said that there are three provisions in the bylaws that must be changed, without going into detail, and other changes in the bylaws and rules that the committee believes would be advisable. The committee will put its recommendations in the form of proposed amendments. He noted that the proposed amendments would be footnoted to identify the specific parts of the DC statute that supports the amendments. This will be done to show that the amendments should not be modified willy-nilly in the future. There was no decision about how to offer the proposed amendments.

Legislative Director Jessica Klement reported on accomplishments and the legislative outlook. The most important accomplishment was the prevention of bad things happening to retiree benefits. Her office has to respond to events in Congress as they are happening, while keeping track of bills introduced to reduce benefits and a few to make things better. For example, she reported that a bill addressing premium conversion will be introduced – a good thing. She reported on NARFE's fruitful involvement and leadership with coalitions. All of NARFE's recommendations to the Office of Personnel Management (OPM) regarding the proposed regulations on Congressional staff going into health care exchanges under the Affordable Care Act were adopted in the final rule. The Legislative Department is gearing up for 2014 as an election year by updating the Protect America's Heartbeat campaign.

The budget approved for 2014 shows more than \$11 million in projected revenues and expenditures, with a slight surplus expected. National Treasurer Richard Thissen expects a small surplus for the current year.

After lengthy discussion, the NEB approved a motion for a small scale test of video streaming at the 2014 National Convention, expanded testing at the 2016 convention, and full scale coverage at the 2018 convention, possibly to include online voting by registered delegates. Vice President Paul Carew

characterized video streaming as the future of NARFE. Treasurer Richard Thissen reported that the VFW has been using video streaming at its conventions for several years to show major speakers but not for its business sessions. ●●

FEDERAL EMPLOYEES EDUCATION AND ASSISTANCE FUND (FEEA)

Eleanor Kaul, FEEA Chair

NARFE-FEEA has a scholarship program for children and grandchildren of federal employees, which will open for applications February 1, 2014 through April 26, 2014. All applicants must be high school seniors planning to attend an accredited college full time in the fall/winter of the award year. All applicants must have at least 3.0 Grade Point Average (GPA) on an unweighted 4.0 scale. The official scholarship application will appear in the February narfe magazine. The form can also be downloaded from the NARFE website, www.narfe.org. There will be six \$1,000 scholarships available in Region II.

Last year three \$1,000 scholarships were awarded in the Maryland Federation to Austin Appeal, grandson of Robert Bailey, Chapter 1770; John Padge, son of John Padge, Chapter 1990; and Darius Thompson, son of Karen Thompson, Chapter 1747. Brochures will be available at the February Maryland Federation Board meeting.

The NARFE-FEEA Disaster Fund will be available to federal employees and retirees hit by the massive typhoon in the Philippines. Grants of \$500 will be prioritized for those who experienced the most damage and hardship.

Tax-deductible donations to this disaster fund can be made with a check payable to "NARFE-FEEA Disaster Fund." Mail your check to FEEA at 3333 South Wadsworth Blvd., Suite 300, Lakewood, CO 80227 or donate by credit card, calling 800-338-0755 or go to www.feea.org. ●●



REMEMBERING EDWARD CHARLES WURMB III



Ed Wurmb

Ed Wurmb, of Hagerstown, died Aug. 17, 2013 at his home. Born Sept. 29, 1941 in Pittsburgh, Pa., Ed was almost 72.

After graduation from Penn Technical Institute in 1960, Ed went to work for the Department of Defense. While working, Ed attended Johns Hopkins University. With 35 years of federal service, with deployments overseas, he retired from the National Security Agency (NSA) in 1991.

In retirement, Ed was very involved in NARFE and in his community. He was President of NARFE Chapter 306 in Hagerstown, and served as Vice Chair of the Maryland Federation State Legislative Committee. He was founder of the Washington County Senior Coalition and also a member of the Phoenix Society, an organization of NSA retirees.

A member of the Board of Directors of the Washington County Commission on Aging, Ed also served that organization as Chair of the Advisory Board and as a devoted RSVP volunteer tax preparer for hundreds of seniors annually. For his volunteerism and invaluable advocacy for senior citizens, Ed was inducted into the Maryland Senior Citizens Hall of Fame in 2009.

Ed is survived by his wife of 52 years, Mary Lou Wurmb, who is a member of NARFE, two sons, two daughters-in-law, three granddaughters and a great-grandson.

Ed Bice, Chair of the State Legislative Committee, provided the following words of remembrance, which epitomize Ed Wurmb. "Ed was a valuable member and officer of his chapter and of the State Legislative Committee. The thing I remember most about him was his determination to get the job done whether it was his efforts regarding the Washington County Senior Center or the Washington County Senior Coalition. How did he get the organization started? Ed got out the yellow pages, looked for possible partners and then made the necessary contacts. I always appreciated his attendance at our meetings, even when he was receiving medical treatment. I was amazed that Ed would always be in the meeting room when we arrived and greet us with his smile. Ed was an outstanding leader with a persuasive personality and a person of many talents and achievements and someone who loved his family dearly."

Ed Wurmb's wonderful smile is most evident in the accompanying photo.

SIGN UP FOR GEMS

The NARFE Global Electronic Messaging System (GEMS) is used by NARFE Headquarters, regional vice presidents and federation presidents to distribute crucial and timely NARFE information, including - Legislative Hotlines, Action Alerts, health and benefits news, press releases, newsletters and other NARFE-related news to members. Don't be left out! Sign up today.

Here is all you have to do.

- Go the NARFE website at www.narfe.org.
- Click on Member Login at the top of the homepage,

- Under What You Can Do Online, on the left hand side of the page, click on Add Email and Join GEMS
- Next you can add or update your email address to your record and select the type of GEMS email you would like to receive.
- Click on Submit.



Around the Federation

Top three pictures were taken at the three Social Media Training Sessions sponsored by the Electronic Communications Committee. The bottom four pictures were taken at the October Federation Training Session.



L-R David Bosworth, 2262; Jim Lish, 1972; Gloria Smon, 1260; Beth Butler, 1466; and Geneva Leon, 969.



L-R Jean Sadler, 1372; Roger Dahlman, 581; Carla Duls, 251; Missing Name; Chris Spain, ECC; Pat Dempsey, CAB behind Sara Walser, 422; Barbara Hemming, 422; Max Munger, 1466; Missing Name; and Flash Gordon, ECC.



L-R Linda Adams, 409; Marilyn Martin, 1363; Eroy Thomas, 1990; Minnedore Green, 357; Linda Silversmith, 1127; Patricia Dorn, 1734; Marcia Swanson, 1888; Cherie Lejeune, Trainer; Suzanne Ackerman, 258; and Flash Gordon, 1990. Ed Van Reuth, 1372, not in photo.



L-R Arlene Page, Pres. 2274; Evelyn Kirby, Region II VP; Barbara Cuique, President 1936; Bernie Goldsborough, Chapter Development Coordinator.



L-R Dick Strombotne, Retention Chair; Barry Grier, Membership Event Coordinator; Judy Lozin, Chapter 969.



L-R Gary Roundtree, 1st VP/Legislative Director, Ron Bowers, Past Reg. II VP; Ed Bice, State Legislative Chair.



L-R Pat Dempsey, Chair National CAB; Linda Adams, Chair ECC; Chris Spain, ECC; Jim Lish ECC,



National Active and Retired Federal Employees Association
Maryland Federation of Chapters – Chartered April 5, 1956
Maryland Federation Newsletter



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CALENDAR OF EVENTS

2014

JANUARY 21	USM LEGISLATIVE RALLY IN ANNAPOLIS
FEBRUARY 4	FEBRUARY BOARD MEETING
MARCH 6	DEADLINE FOR FEDERATION SEC'Y TO RECEIVE RESOLUTIONS
MARCH 7	SPRING NEWSLETTER DEADLINE
MARCH 31—APRIL 1	REGION II TRAINING SYMPOSIUM
MAY 5-6	MINI-CONVENTION
JULY 24	NATIONAL CONVENTION PREPARATION MEETING
JULY 25	FALL NEWSLETTER DEADLINE
AUGUST 24—28	NATIONAL CONVENTION
SEPTEMBER 26	REGISTRATION DEADLINE FOR OCTOBER BOARD MEETING
OCTOBER 2	OCTOBER BOARD MEETING