



Bylaws and Standing
Rules Proposals

2020 Election

2020 Election Ballot

Bylaws, Standing Rules and Resolutions

The NARFE Standing Bylaws and Resolutions Committee (BRC) has the responsibility of assessing and making recommendations regarding proposed bylaws and standing rules amendments and resolutions for placement on a ballot for a vote of the membership. The Committee may submit proposed amendments and edit, combine, substitute, reject, or rule out of order the proposals. This year, for the first time, a proposer whose submission had been rejected or declared out of order by the Committee could appeal to the National Executive Board (NEB) whose decision by a two-thirds vote is final.

The BRC's charge was to consider the submitted bylaws and standing rules amendments and resolutions for a ballot vote in 2020. BRC met on-line from January through March 2020 and, supported by the NARFE parliamentarian, reviewed a total of twenty-nine submissions, including twenty-one bylaws amendments, five standing rules amendments, and three resolutions. The Committee approved twenty-one submissions for the ballot and ruled four out of order. A proposal was ruled out of order based on conflict within National Bylaws or other reasons. In addition, BRC combined three amendments (B-20-03, B-20-12 and B-20-19) into one amendment as BRC-01. The proposers of two amendments withdrew their submissions.

Of the twenty-one ballot items, BRC recommended twelve for adoption and nine for rejection. The NEB overruled one appeal of an out-of-order decision of the Committee.

The full text of all bylaws and standing rules amendments and resolutions, as well as the Committee report, are on the NARFE website. Voting takes place in August 2020 by paper ballot published in the August NARFE magazine and by on-line voting commencing August 1st. Voting closes on August 31, 2020 at 11:59 EDT.

The ballot will ask members to vote on each bylaws and standing rules amendment and resolution individually. Members may choose to not vote on a particular item without penalty.

Please take the time to study the issues, discuss them with other members in your chapter and federation, read articles published in chapter/federation newsletters and NARFE publications, and cast your vote on-line or by paper ballot. Voting is one of the most important privileges you have as a NARFE member.

2020 PROPOSALS SUBMITTED

Number	Title	Submitter
B-2001 ¹	Regional Vice Presidents	Arizona Federation
B-2002	Ballot Design Standards	Maryland Federation
B-2003 ³	Membership Category Order	NARFE Bylaws and Resolutions Committee
B-2004	National Executive Board Authority	NARFE Bylaws and Resolutions Committee
B-2005	National Officer Vacancies	NARFE Bylaws and Resolutions Committee
B-2006	Bylaws Revision	NARFE Bylaws and Resolutions Committee
B-2007	Voting	NARFE Bylaws and Resolutions Committee
B-2008	Equality in Proposing Amendments	Utah Federation
B-2009	Federation Mergers	National Executive Board (NEB)
B-2010	Secretary/Treasurer Term Limits	National Executive Board
B-2011	National Officer/RVP Office Terms	NARFE Bylaws and Resolutions Committee
B-2012 ³	Member Voting Categories	Colorado Federation
B-2013 ²	Board of Directors	Colorado Federation
B-2014	Simplify Voting Process	Arizona Federation
B-2015	Executive Director Duties	National Executive Board
B-2016 ¹	Voting Member Privileges	California Federation
B-2017	Voting Member Privileges	California Federation
B-2018	Add Spousal Members	Chapter 706/California
B-2019 ³	Elimination of Supporting Members	NARFE Bylaws and Resolutions Committee
B-2020	Dues Increase	NARFE Membership Committee/NEB
B-2021	Federation Payments	NARFE Membership Committee/NEB
BRC-01	Member Categories (combines 2003/2012/2019)	NARFE Bylaws and Resolutions Committee
S-2001 ¹	Federation/Chapter Bylaws	Chapter 1400/Arizona
S-2002	Ensure Committee Diversity	Utah Federation
S-2003	NARFE Audit Publication Deadline	National Executive Board
S-2004 ²	NARFE Securities	Colorado Federation
S-2005	Chapter Payments	National Executive Board
R-2001	Eliminate WEP	New York Federation
R-2002	Increase Social Security	Chapter 258/Maryland Federation
R-2003 ¹	Regional Vice Presidents	Oklahoma Federation

1-Not in Order

2-Withdrawn

3-Combined

B-Bylaw

S-Standing Rule

R-Resolution

BRC-Bylaws and Resolutions Committee

Bylaws and Standing Rules Amendments, Resolutions Approved for the 2020 Election Ballot

Recommended for Adoption

- BRC-01: Removes Supporting Members and places national-only members first in membership categories (Combines B-20-03, B-20-12 and B-20-19).
- B-20-04: Clarifies that the National Executive Board (NEB) shall govern only in accordance with public law and the Association's bylaws and standing rules.
- B-20-05: Updates the bylaws to reflect that there are two national officers, the president and secretary/treasurer.
- B-20-06: Eliminates the bylaws revision process because there are no longer national conventions.
- B-20-07: Eliminates all references to resolutions because there are no longer national conventions.
- B-20-09: Permits two or more states to merge into one federation.
- B-20-10: Limits the national secretary/treasurer to three consecutive terms.
- B-20-11: Changes the beginning date of the terms of office for the national officers and the RVPs from November 1 to January 1.
- B-20-15: Streamlines the duties of the Executive Director.
- B-20-20: Increases membership dues.
- S-20-03: Eliminates the June deadline for publication of the NARFE annual audit.
- S-20-05: Reduces rebates of new member dues to chapters.

Bylaws and Standing Rules Amendments, Resolutions Approved for the 2020 Election Ballot

Recommended for Rejection

- B-20-02: Add ballot design standards to the bylaws.
- B-20-08: Permits a group of members the same size as the smallest chapter in NARFE to submit bylaws amendments.
- B-20-14: Provides that voting for national officers and RVPs would take place prior to the national conference while voting on bylaws and standing rules amendments would take place at the national conference.
- B-20-17: Requires debate on bylaws and standing rules amendments during the national conference with ballot voting on national officers, RVPs and bylaws/standing rules amendments after the national conference.
- B-20-18: Adds spousal member at no cost.
- B-20-21: Reduces rebates of membership dues to federations.
- S-20-02: Amends the standing rules to provide that NARFE committees include at least one national-only member and one chapter member.
- R-20-01: Resolves that NARFE support legislation to restore Social Security benefits lost under the Windfall Elimination Provision (WEP).
- R-20-02: Resolves that NARFE support legislation to improve Social Security trust fund solvency and increase benefits.

2020 BYLAWS & RESOLUTIONS COMMITTEE RATIONALE – BALLOT ITEMS

Number	Bylaws & Resolutions Committee (BRC) Recommendation
B-2002	A special provision for ballot design standards is not needed in the Bylaws. NARFE's Ballot Oversight Committee has responsibility to approve the ballot format to ensure the ballot is easily understandable by the voters, presents all candidates and questions in a fair and nondiscriminatory manner, and protects the secrecy of each voter's choice. BRC recommends rejection.
B-2004	Clarifies that NEB governance authorities will be in accordance with public law and the Association's bylaws and standing rules. BRC recommends approval.
B-2005	Adds how a vacancy in the Office of Secretary/Treasurer will be filled. BRC recommends approval.
B-2006	Eliminate reference to revisions at conferences since all amendments to bylaws and standing rules are by ballot vote. BRC recommends adoption.
B-2007	Eliminate references to resolutions. Under One Member One Vote, national conventions are no longer held; thus, motions in the form of written resolutions are no longer relevant. BRC recommends adoption.
B-2008	This amendment proposes to base the number of members required to submit an amendment be determined by the size of the smallest NARFE chapter. This is not practical since the membership in a chapter changes on any given day; thus, the smallest size is unobtainable. BRC recommends rejection.
B-2009	Due to declining membership, this amendment would allow merger of two or more federations into one federation with approval of the NEB. BRC recommends adoption.
B-2010	Add term limits for National Secretary/Treasurer to not more than three (3) consecutive terms in that office. BRC recommends adoption.
B-2011	Changes the term start date of National President, National Secretary/Treasurer, and RVPs from November 1 to January 1. BRC recommends adoption.
B-2014	Proposes voting for national officers and RVPs would take place by ballot vote prior to the national conference; while voting on bylaws and standing rule amendments would take place at the national conference. This would take away the privilege to vote on bylaws/standing rule amendments to those not attending the conference. This process would cause the Association to incur additional costs, such as electronic balloting machines at the conference, the attendance of the BRC at the conference to present and review proposed changes during the business sessions and etc. BRC recommends rejection.

B-2015	Streamlines executive director duties description in bylaws Detailed duties should be contained in the director's contract and in NARFE policy/program documentation. BRC recommends adoption.
B-2017	This amendment proposes to restore discussion/debate on bylaws and standing rule amendments during the national conference and candidates could address the attendees during the business session. This was the practice prior to One Member One Vote. Voting on proposed amendments and on National Officers and RVPs would occur after the national conference. This would require some changes to NARFE's policies and procedures. BRC recommends rejection.
B-2018	This amendment proposes to add spousal membership category with no dues. It is a bit confusing and not accurately stated in view of it stating that these individuals can serve as an elected or appointed official of NARFE without paying NARFE dues, and if applicable, chapter dues. A dues-paying member can vote and/or hold office; these individuals would not be dues-paying members. They could vote or hold office if they opted to pay dues. NARFE could stand to lose dollars if current spouses who are dues-paying members opted to being non-dues paying spousal members. NARFE legal counsel has already advised the NEB that admitting supporting members (spousal members would fall into this category) to NARFE membership could jeopardize the IRS section C.5.a. tax exempt status for the Association. BRC recommends rejection.
B-2020	Based on an analysis by the NARFE Membership Advisory Committee, an increase in annual dues from \$40.00 to \$48.00 has been proposed to generate additional operating revenue for NARFE. BRC recommends adoption.
B-2021	The NARFE Membership Advisory Committee has recommended reduction of national dues paid monthly to federations from 10% to 5%. As an offset, HQ would pay expenses for Federation Presidents to attend FEDCON, LEGCON, and the Federation President/NEB meeting. 10% funds are the source of operating funds for federations, many of which are already struggling due to loss of members. This will severely limit federations' abilities to serve chapter and national-only members in their federations. BRC recommends rejection.
BRC-2001	This proposal combines B-2003, B-2012, and B-2019. It removes Supporting Membership Category based on legal counsel advice to preclude possible loss of the tax exempt status of the Association. The NEB voted in Nov 2019 to strike the supporting category of members. This proposal also places national-only members first in membership categories. BRC recommends adoption.
S-2002	This proposal seeks to further define the composition of NARFE Committees to include at least one national-only member and one chapter member. This amendment is unnecessary because Standing Rule VI, Section 2B states: <i>"To the extent practicable, the NEB shall ensure that all segments of NARFE are represented on a committee."</i> Committees are formed from volunteers that submit their names to NARFE HQ for consideration to serve on a committee. There is no guarantee an equal number of qualified members would submit their names. BRC recommends rejection.
S-2003	Eliminates the requirement for publication of the annual audit in the June magazine. This will allow more time by staff and auditors for a quality audit. BRC recommends adoption.

S-2005	For new members that join a chapter when they join NARFE, the rebate to the chapters would be reduced from the current 1/3 to 1/6 of the membership fee. Currently, 1/3 of the new membership fee is returned to the chapters in lieu of their established chapter dues. Presently, that rebate is \$13.33; whereas, most chapter dues are much lower. This means that many chapters are receiving more than their chapter dues, while others are under-compensated. The reduced rebate rate will be more in sync with most chapter dues amounts. BRC recommends adoption.
R-2001	Resolves that NARFE support legislation to restore their SS benefits lost under Windfall Elimination Provision (WEP). The NARFE Advocacy Committee determined this resolution is duplicative of NARFE's advocacy program for the 116 th Congress. The current provision in NARFE's legislative program states: " <i>NARFE supports the repeal or reform of the Social Security Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).</i> " BRC recommends rejection.
R-2002	Resolves that NARFE support legislation to improve Social Security trust fund solvency and increase benefits. The language of the resolution prescribes an action rather than a policy position. The Advocacy Committee determined this proposal would "DIRECT" NARFE to support specific legislation without regard to other provisions of the Advocacy Program. BRC recommends rejection.

- B – Bylaw**
- S – Standing Rule**
- BRC – Bylaws and Resolution Committee**
- R - Resolution**

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-02	Ballot Design Standards	III	NEW	Maryland Federation

<p><u>Current Language:</u></p> <p>None</p>	<p><u>Proposed Changes:</u></p> <p>C. Each ballot shall:</p> <ol style="list-style-type: none"> <u>1. Be easily understandable by voters;</u> <u>2. Present all candidates and questions in a fair and nondiscriminatory manner;</u> <u>3. Permit the voter to easily record a vote on questions and on the voter's choices among candidates; and</u> <u>4. Protect the secrecy of each voter's choices; and facilitate the accurate tabulation of the choices of the voters.</u> 	<p><u>If Adopted:</u></p> <p>C. Each ballot shall:</p> <ol style="list-style-type: none"> 1. Be easily understandable by voters; 2. Present all candidates and questions in a fair and nondiscriminatory manner; 3. Permit the voter to easily record a vote on questions and on the voter's choices among candidates; and 4. Protect the secrecy of each voter's choices; and facilitate the accurate tabulation of the choices of the voters.
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<p><u>Rationale:</u></p> <p>NARFE is incorporated in Washington, D.C. The D.C. code regarding organizations does not require elections and ballot design to be fair and nondiscriminatory unless the organization itself requires it in the organization's bylaws. NARFE currently has no such language. This allowed recommendations of a small committee to be placed on a NARFE election ballot itself--influencing votes. To ensure that future elections have fair and nondiscriminatory ballots, NARFE needs to have specific language in the bylaws addressing ballot design now. Fairness of the ballot is the cornerstone of the elections process. The specific bylaw change language for this proposal was adopted from the Maryland State Code, Election Law, Title 9, Voting, Subtitle 2, Ballots, Sec. 9-203.</p> <p><u>Bylaws Committee Recommendation:</u></p> <p>Rejection.</p> <p>This proposal is not needed. In accordance with Rule VI. COMMITTEES, Section 1D, "Duties of committees shall be prescribed in guidelines published by NARFE HQ." Prior to the 2019 NARFE Bylaws Referendum, NARFE formed several new committees, with one of them being the 2019-2020 Ballot Oversight Committee. There are four NARFE members on this committee. As noted in the committee charter, the committee has responsibility to monitor NARFE balloting processes for elections and approve the ballot format to ensure the ballot is easily understandable by the voters, presents all candidates and questions in a fair and nondiscriminatory manner, and protects the secrecy of each voter's choice. This proposal is not needed because the Ballot Oversight Committee is already responsible for the proposals in B-20-02.</p>
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<p><u>Estimated Cost:</u></p> <p>None other than administrative.</p>
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Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-04	NEB Responsibility	VI	2	Bylaws and Resolutions Committee

<u>Current Language:</u>	<u>Proposed Changes:</u>	<u>If Adopted:</u>
<p>The NEB shall:</p> <ul style="list-style-type: none"> • Conduct the business of the association in accordance with relevant laws and regulations of the District of Columbia, the articles of incorporation, the bylaws, the standing rules, and by any general affirmation of policy enacted by membership ballot; • Establish and issue policies and procedures in accordance with applicable law and equitable procedures for declaring any national office or regional vice president position vacant; • Be the trustee for and have custody of all real and personal property owned by the association; • Establish and modify the regions of the association; • Establish personnel policies for the hiring, promotion, and termination of association employees; • Determine and direct the manner and placement of investments of the association funds; • Order annual or more frequent audits to be made by a certified public accountant recommended by the audit committee; • Create such additional committees as it may deem necessary to further the work of the association; and • Perform such other duties as directed by membership ballot or by the president, with concurrence of the majority of the NEB. 	<p>The NEB shall:</p> <ul style="list-style-type: none"> • Conduct the business of the association in accordance with relevant laws and regulations of the District of Columbia, the articles of incorporation, the bylaws, the standing rules, and by any general affirmation of policy enacted by membership ballot; • Establish and issue policies and procedures in accordance with applicable law and equitable procedures for declaring any national office or regional vice president position vacant; • Be the trustee for and have custody of all real and personal property owned by the association; • Establish and modify the regions of the association; • Establish personnel policies for the hiring, promotion, and termination of association employees; • Determine and direct the manner and placement of investments of the association funds; • Order annual or more frequent audits to be made by a certified public accountant recommended by the audit committee; • Create such additional committees as it may deem necessary to further the work of the association; and • <u>Govern in the best interest of NARFE to ensure the continued fulfillment of its mission and purpose in accordance with public law and NARFE's bylaws and standing rules.</u> Perform such other duties as directed by membership ballot or by the president, with concurrence of the majority of the NEB; 	<p>The NEB shall:</p> <ul style="list-style-type: none"> • Conduct the business of the association in accordance with relevant laws and regulations of the District of Columbia, the articles of incorporation, the bylaws, the standing rules, and by any general affirmation of policy enacted by membership ballot; • Establish and issue policies and procedures in accordance with applicable law and equitable procedures for declaring any national office or regional vice president position vacant; • Be the trustee for and have custody of all real and personal property owned by the association; • Establish and modify the regions of the association; • Establish personnel policies for the hiring, promotion, and termination of association employees; • Determine and direct the manner and placement of investments of the association funds; • Order annual or more frequent audits to be made by a certified public accountant recommended by the audit committee; • Create such additional committees as it may deem necessary to further the work of the association; and • Govern in the best interest of NARFE to ensure the continued fulfillment of its mission and purpose in accordance with public law and NARFE's bylaws and standing rules.

Proposal to Amend NARFE Bylaws

Rationale:

Members can direct actions of the NEB only through bylaws or standing rules adoption, not by direct ballot. The NEB is primarily responsible to keep NARFE on the right track to fulfill its mission.

Bylaws Committee Recommendation:

Adoption

Estimated Cost:

\$0.00

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-05	National Officer Vacancies	IV	3	Bylaws and Resolutions Committee

<p><u>Current Language:</u></p> <p>If there is a vacancy in the office of the president, the NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill the vacancy. If there is a vacancy in any other national office, the NEB shall fill such vacancy for the unexpired term.</p>	<p><u>Proposed Changes:</u></p> <p>If there is a vacancy in the office of the president <u>or the secretary/treasurer</u>, the NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill the vacancy. <u>either of these vacancies.</u> If there is a vacancy in any other national office, the NEB shall fill such vacancy for the unexpired term.</p>	<p><u>If Adopted:</u></p> <p>If there is a vacancy in the office of the president or the secretary/treasurer, the NEB shall convene to fill the vacancy for the remainder of the term from among the then current members of the NEB. No member of the NEB who has already served two terms as president shall be eligible to fill either of these vacancies.</p>
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<p><u>Rationale:</u> As currently written, it appears there are other national officers. The national secretary/treasurer is the only other national officer. This was a carry-over from the 2012 national bylaws when there were four national officers. Including the national secretary/treasurer in the vacancies section is in order.</p> <p><u>Bylaws Committee Recommendation:</u> Adoption.</p>

<p><u>Estimated Cost:</u> \$0.00</p>

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-06	Bylaws Revisions	XII	5	Bylaws and Resolutions Committee

<p><u>Current Language:</u></p> <p>Section 5. Revision Process Whenever a revision is ordered, at the conference at which the revision will be considered, no amendment to the current document will be considered.</p>	<p><u>Proposed Changes:</u></p> <p>Section 5. Revision Process Whenever a revision is ordered, at the conference at which the revision will be considered, no amendment to the current document will be considered.</p>	<p><u>If Adopted:</u></p> <p>(none)</p>
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<p><u>Rationale:</u></p> <p>Section 5 was applicable when NARFE held national conventions. The wording “whenever a revision is ordered” meant that at a national convention the delegates could direct that a general revision of the bylaws and standing rules should be drafted and then presented at the next national convention for delegate approval. NARFE no longer conducts national conventions; therefore it is no longer possible to order a general revision of the bylaws.</p> <p><i>Robert’s Rules of Order Newly Revised</i> states that during a general revisions review process first-degree and second-degree amendments can be offered. Iterating proposed amendments to a proposed bylaw using balloting by mail for each first- and second-degree amendment is nearly impossible.</p> <p><u>Bylaws Committee Recommendation:</u> Adoption.</p>

<p><u>Estimated Cost:</u> \$0.00</p>

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-07	Voting - Resolutions	III	4.A.B.	Bylaws and Resolutions Committee

<p><u>Current Language:</u></p> <p>All voting is by members by ballot with one vote each.</p> <p>A. Ballot vote by the membership is required for the election of national officers and RVPs, changes to national dues, changes in compensation for national officers and RVPs, and adoption of general resolutions.</p> <p>B. A two thirds vote shall be required for approval of any resolution or report that recommends changes in dues or the compensation of national officers or of the RVPs.</p>	<p><u>Proposed Changes:</u></p> <p>All voting is by members by ballot with one vote each.</p> <p>A. Ballot vote by the membership is required for the election of national officers and RVPs, changes to national dues, <u>or</u> changes in compensation for <u>of the</u> national officers <u>and</u> <u>or</u> RVPs, and adoption of general resolutions.</p> <p>B. A two thirds vote shall be required for approval of any resolution or report that recommends changes in <u>national</u> dues or the compensation of national officers or of the RVPs</p>	<p><u>If Adopted:</u></p> <p>All voting is by members by ballot with one vote each.</p> <p>A. Ballot vote by the membership is required for the election of national officers and RVPs, changes to national dues, or changes in compensation of the national officers or RVPs.</p> <p>B. A two thirds vote shall be required for approval of any changes in national dues or the compensation of national officers or of the RVPs</p>
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Conforming amendments:
If the above amendment is adopted, the following amendments will be automatically adopted to conform to that decision.

<p><u>Current Language:</u></p> <p><u>Article X:</u> Committees shall be appointed by the president to review bylaws amendments and general resolutions submitted.</p>	<p><u>Proposed Changes:</u></p> <p><u>Article X:</u> Committees shall be appointed by the president to review bylaws amendments and general resolutions submitted. <u>in accordance with standing rules and board policy.</u></p>	<p><u>If Adopted:</u></p> <p><u>Article X:</u> Committees shall be appointed by the president in accordance with standing rules and board policy.</p>
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<p><u>Current Language:</u></p> <p><u>Rule VI, Section 1A.</u> Committees as are required for the efficient and orderly review and evaluation of bylaws amendments and resolution submissions shall be selected by the president at least sixty days prior to the opening of the ballot voting process.</p>	<p><u>Proposed Changes:</u></p> <p><u>Rule 6, Section 1A.</u> Committees as are required for the efficient and orderly review and evaluation of bylaws amendments and resolution submissions shall be selected by the president at least sixty days prior to the opening of the ballot voting process.</p>	<p><u>If Adopted:</u></p> <p><u>Rule 6, Section 1A.</u> Committees as are required for the efficient and orderly review and evaluation of bylaws amendments shall be selected by the president at least sixty days prior to the opening of the ballot voting process.</p>
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Proposal to Amend NARFE Bylaws

<p><u>Current Language:</u></p> <p><u>Rule VI, Section 1C:</u> No national officer, RVP or special staff member shall be appointed as a member of any committee to review bylaws amendments and resolutions, nor shall they serve in an advisory capacity or as an observer on any such committee unless requested by the committee.</p>	<p><u>Proposed Changes:</u></p> <p><u>Rule VI, Section 1C:</u> No national officer, RVP or special staff member shall be appointed as a member of any committee to review bylaws amendments and resolutions, nor shall they serve in an advisory capacity or as an observer on any such committee unless requested by the committee.</p>	<p><u>If Adopted:</u></p> <p><u>Rule VI, Section 1C:</u> No national officer, RVP or special staff member shall be appointed as a member of any committee to review bylaws amendments, nor shall they serve in an advisory capacity or as an observer on any such committee unless requested by the committee.</p>
<p><u>Current Language:</u></p> <p><u>Rule VII, Section 1C:</u> No standing rule or resolution is in order which would conflict with the articles of incorporation or the bylaws.</p>	<p><u>Proposed Changes:</u></p> <p><u>Rule VII, Section 1C:</u> No standing rule or resolution is in order which would conflict with the articles of incorporation or the bylaws.</p>	<p><u>If Adopted:</u></p> <p><u>Rule VII, Section 1C:</u> No standing rule is in order which would conflict with the articles of incorporation or the bylaws.</p>

<p><u>Rationale:</u> Due to the 2016 bylaws amendment implementing one member, one vote, NARFE no longer conducts national conventions. As a result, motions in the form of written resolutions are no longer relevant and should be removed.</p> <p><u>Bylaws Committee Recommendation:</u> Adoption.</p>
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Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-08	Proposal of Bylaws Amendments	XII	1	Utah Federation

<p><u>Current Language:</u></p> <p>A chapter, a federation executive board, a federation conference/annual meeting, the NEB, any committee designated by the NEB, or a group of twenty members in good standing may submit proposed amendments to these bylaws. Amendments shall be submitted in the manner and by the deadlines established by the NEB. Amendments submitted at other times may be held for the next election ballot or be the subject of a referendum ordered by a two-thirds vote of the NEB.</p>	<p><u>Proposed Changes:</u></p> <p>A chapter, a federation executive board, a federation conference/annual meeting, the NEB, any committee designated by the NEB, or a group of twenty members in good standing voting members equal to the least populous chapter in NARFE may submit proposed amendments to these bylaws. Amendments shall be submitted in the manner and by the deadlines established by the NEB. Amendments submitted at other times may be held for the next election ballot or be the subject of a referendum ordered by a two-thirds vote of the NEB.</p>	<p><u>If Adopted:</u></p> <p>A chapter, a federation executive board, a federation conference/annual meeting, the NEB, any committee designated by the NEB, or a group of voting members equal to the least populous chapter in NARFE may submit proposed amendments to these bylaws. Amendments shall be submitted in the manner and by the deadlines established by the NEB. Amendments submitted at other times may be held for the next election ballot or be the subject of a referendum ordered by a two-thirds vote of the NEB.</p>
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<p><u>Rationale:</u></p> <p>The current Proposed Amendments provision in the bylaws authorizes a chapter, of any size, or a group of twenty members to propose bylaw amendments. This provision discriminates against National members by requiring a number greater than the number of members of some NARFE chapters. This amendment would ensure equality.</p> <p><u>Bylaws Committee Recommendation:</u></p> <p>Rejection.</p> <p>While the BRC shares the concern that the requirement for a group of 20 members to submit amendments to the bylaws discriminates against national-only members, using a group of voting members equal to the least populous NARFE chapter is not a feasible option. The least populous chapter in NARFE is an evolving number that can change almost daily. How would a submitter know the number of members in the least populous chapter? This proposal needs further study in order to determine a feasible methodology for the number of members required for a group to submit a proposed amendment.</p>

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-09	Federation Mergers	VIII	1	NEB

<p><u>Current Language:</u></p> <p>A federation shall be composed of members belonging to chapters chartered within its borders and national-only members residing within its borders. Only one federation will be authorized within any one state, the District of Columbia, territory or possession of the United States or foreign country.</p>	<p><u>Proposed Changes:</u></p> <p>A federation shall be composed of members belonging to chapters chartered within its borders and national-only members residing within its borders. Only one A single federation will shall be authorized within any one-state, the District of Columbia, territory or possession of the United States, or foreign country. <u>However, the NEB may authorize, on a case-by-case basis, a federation consisting of two or more states, the District of Columbia, territory or possession of the United States, or foreign country.</u></p>	<p><u>If Adopted:</u></p> <p>A federation shall be composed of members belonging to chapters chartered within its borders and national-only members residing within its borders. A single federation shall be authorized within one state, the District of Columbia, territory or possession of the United States, or foreign country. However, the NEB may authorize, on a case-by-case basis, a federation consisting of two or more states, the District of Columbia, territory or possession of the United States, or foreign country.</p>
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<p><u>Rationale:</u></p> <p>Membership losses, especially in small federations, combined with the transfer of many chapter members to national-only membership, the closure of many chapters, and many national-only members not wanting to be actively involved has exacerbated the problem of getting members to assume federation leadership roles. The membership losses mean less operating funds for these small federations. NARFE has provided “stipends” to send reps from several small federations to FEDCON, Legislative Training Conferences, and etc.</p> <p>Several small federations have expressed a desire to merge to overcome some of the problems identified above, but there are no current mechanisms for doing so. Allowing federation mergers will be a win-win for the merging federations and for NARFE. Maximum flexibility will be given to the merging federations in developing their merger plans while maintaining organizational consistency throughout NARFE.</p> <p><u>Bylaws Committee Recommendation:</u> Adoption.</p>

<p><u>Estimated Cost:</u> \$0.00</p>

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-10	Officer Term Limits	IV	1.A.	NEB

<p><u>Current Language:</u></p> <p>The national officers of the association shall be a president and a secretary/treasurer. Each shall serve for a two-year term or until a successor is elected and assumes office. Terms shall begin on November 1 following election. The president shall not serve for more than two consecutive terms. Service for more than half of a term shall be considered as a full term.</p>	<p><u>Proposed Changes:</u></p> <p>The national officers of the association shall be a president and a secretary/treasurer. Each shall serve for a two-year term or until a successor is elected and assumes office. Terms shall begin on November 1 following election. The president shall not serve for more than two consecutive terms <u>and the secretary/treasurer shall not serve more than three consecutive terms in those offices.</u> Service for more than half of a term shall be considered as a full term.</p> <p><u>Proviso: To be effective for officers elected in the 2020 elections.</u></p>	<p><u>If Adopted:</u></p> <p>The national officers of the association shall be a president and a secretary/treasurer. Each shall serve for a two-year term or until a successor is elected and assumes office. Terms shall begin on November 1 following election. The president shall not serve for more than two consecutive terms and the secretary/treasurer shall not serve more than three consecutive terms in those offices. Service for more than half of a term shall be considered as a full term.</p> <p><i>Proviso: To be effective for officers elected in the 2020 elections.</i></p>
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<p><u>Rationale:</u> Current national bylaws place term limits on the national president (no more than two consecutive terms) and RVPs (no more than three consecutive terms). The National Secretary/Treasurer currently has no term limits. This amendment brings this officer position into alignment with the existing RVP limits.</p> <p><u>Bylaws Committee Recommendation:</u> Adoption.</p>

<p><u>Estimated Cost:</u> \$0.00</p>

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-11	Terms of Office	IV VII	1.A. 3.	Bylaws and Resolutions Committee

<p><u>Current Language:</u></p> <p>A. The national officers of the association shall be a president and a secretary/treasurer. Each shall serve for a two-year term or until a successor is elected and assumes office. Terms shall begin on November 1 following election. The president shall not serve for more than two consecutive terms. Service for more than half of a term shall be considered as a full term.</p>	<p><u>Proposed Changes:</u></p> <p>A. The national officers of the association shall be a president and a secretary/treasurer. <u>The national officers shall assume office on January 1, following their election by a majority of the ballots cast. Each shall</u> <u>Each national officer shall</u> serve for a two-year terms, <u>ending December 31 two years later</u> or until <u>when a the</u> successor is elected and assumes office. Terms shall begin on November 1 following election. The president shall not serve for more than two consecutive terms. Service for more than half of a term shall be considered as a full term.</p> <p><u>Proviso: Current national officer terms shall be extended until December 31.</u></p>	<p><u>If Adopted:</u></p> <p>A. The national officers of the association shall be a president and a secretary/treasurer. The national officers shall assume office on January 1, following their election by a majority of the ballots cast. national officer shall serve a two-year term ending December 31 two years later or when the successor is elected and assumes office. The president shall not serve for more than two consecutive terms in that office. Service for more than half of a term shall be considered as a full term.</p> <p><i>Proviso: Current officer terms shall be extended until December 31.</i></p>
<p><u>Current Language:</u></p> <p><u>Article VII, Section 3:</u> Upon election by a majority of the ballots cast from their respective regions, RVPs shall assume office on November 1 for two years or until a successor is elected and assumes office. RVPs shall serve no more than three consecutive terms, but may be re-elected to serve again after one full term has passed. No RVP shall simultaneously hold office in any chapter or any federation.</p>	<p><u>Proposed Changes:</u></p> <p><u>Article VII, Section 3:</u> Upon election by a majority of the ballots cast from their respective regions, <u>The</u> RVPs shall assume office on November 1 for two years <u>January 1 following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms, ending December 31 two years later</u> or until <u>when their a</u> successors <u>is are</u> elected and assumes office. RVPs shall serve no more than three consecutive terms, but may be re-elected to serve again after one full term has passed. No RVP shall simultaneously hold office in any chapter or any federation.</p> <p><u>Proviso: Current RVP terms shall be extended until December 31.</u></p>	<p><u>If Adopted:</u></p> <p><u>Article VII, Section 3:</u> The RVPs shall assume office on January 1 following their election by a majority of the ballots cast from their respective regions. The RVPs shall serve two-year terms ending on December 31 two years later or when their successors are elected and assume office. RVPs shall serve no more than three consecutive terms, but may be re-elected to serve again after one full term has passed. No RVP shall simultaneously hold office in any chapter or any federation.</p> <p><i>Proviso: Current RVP terms shall be extended until December 31.</i></p>

Proposal to Amend NARFE Bylaws

Rationale:

Currently newly elected national officers and RVPs assume office on November 1st. The November NEB meeting is when the new budget for the following calendar year (NARFE's fiscal year) has to be reviewed and approved. For new national officers and RVPs this will be their first exposure to NARFE's operating budget but unfortunately most new members will have little or no experience with the operating accounts, putting them at a disadvantage in judging the soundness of the proposed budget.

Also, the board should be assessing the national staff's performance in meeting the current year budget objectives, which the new members did not participate in developing. The association would be better served by having experienced NEB members set the operating goals for the next year. This will give the new members the opportunity and time to become familiar with the operating budget. This would also allow for the national conference to be held later in the year rather than during peak summer rate season and would facilitate having members meet the candidates and provide the opportunity to discuss proposed bylaw amendments at the national conference. Elections could be held in October or November, thereby reducing the transition time for the newly elected officers.

Finally, following election in November Congress may hold a lame duck session. By having the current national president remaining in office until the end of the congressional session helps with maintaining continuity with members of congress on NARFE legislative issues.

Bylaws Committee Recommendation:

Adoption

Estimated Cost:

\$0.00

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-14	Voting on Bylaws and Standing Rules	XII	4	Arizona Federation

<p><u>Current Language:</u></p> <p>Amendments to these bylaws shall require a two-thirds vote of those responding to a ballot vote by the membership. Such ballots shall be sent with the election ballot or at other times pursuant to an NEB authorized referendum, and shall be subject to a quorum of 350 ballots returned by the ballot deadline</p>	<p><u>Proposed Changes:</u></p> <p>Amendments to these bylaws shall require a two-thirds vote of those members voting at the membership meeting or responding to a ballot vote by the membership. Such ballots shall be sent with the election ballot or at other times pursuant to an NEB authorized referendum, and which shall be subject to a quorum of 350 ballots returned by the ballot deadline.</p>	<p><u>If Adopted:</u></p> <p>Amendments to these bylaws shall require a two-thirds vote of members voting at the membership meeting or responding to a ballot vote pursuant to an NEB authorized referendum, which shall be subject to a quorum of 350 ballots returned by the ballot deadline</p>
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Conforming amendments:
If the above amendment is adopted, the following amendments will be automatically adopted to conform to that decision.

<p><u>Current Language:</u></p> <p><u>Article XII, Section 3:</u> Notice of proposed amendments shall be published in the narfe magazine and/or posted on the NARFE website at least 30 days before the ballot deadline.</p>	<p><u>Proposed Changes:</u></p> <p><u>Article XII, Section 3:</u> Notice of proposed amendments shall be published in the narfe magazine and/or posted on the NARFE website at least 30 days before the ballot deadline membership meeting.</p>	<p><u>If Adopted:</u></p> <p><u>Article XII, Section 3:</u> Notice of proposed amendments shall be published in the narfe magazine and/or posted on the NARFE website at least 30 days before the membership meeting.</p>
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<p><u>Current Language:</u></p> <p><u>Article V, Section 1.B.:</u> In even-numbered years, the membership meeting shall be held at a place on dates and at a time determined by the NEB for the purpose of receiving reports and transacting such other business as shall properly come before it. This meeting shall be referred to as the national conference. The quorum for this meeting shall be 350 members. Elections of national officers and RVPs and voting on bylaws amendments shall be decided by ballot vote submitted to members</p>	<p><u>Proposed Changes:</u></p> <p><u>Article V, Section 1.B.:</u> In even-numbered years, the membership meeting shall be held at a place on dates and at a time determined by the NEB for the purpose of receiving reports, discussing and voting on bylaws and standing rules amendments, and transacting such other business as shall properly come before it. This meeting shall be referred to as the national conference. The quorum for this meeting shall be 350 members. Elections of national officers and RVPs and voting on</p>	<p><u>If Adopted:</u></p> <p><u>Article V, Section 1.B.:</u> In even-numbered years, the membership meeting shall be held at a place on dates and at a time determined by the NEB for the purpose of receiving reports, discussing and voting on bylaws and standing rules amendments, and transacting such other business as shall properly come before it. This meeting shall be referred to as the national conference. The quorum for this meeting shall be 350 members. Elections of national officers and RVPs shall be decided by ballot vote submitted to members prior</p>
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Proposal to Amend NARFE Bylaws

<p>prior to the national conference. Decisions reached at the national conference shall be subject to a follow-up vote by the membership for ratification.</p>	<p>bylaws amendments shall be decided by ballot vote submitted to members prior to the national conference. Decisions reached at the national conference shall be subject to a follow-up vote by the membership for ratification.</p>	<p>to the national conference. Decisions reached at the national conference shall be subject to a follow-up vote by the membership for ratification.</p>
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Rationale:

The election of officers and voting on bylaw and standing rule amendments need not occur at the same time, at the same place, or in the same manner. The different “cut off” dates for amendments and candidate statements in the cycle is a clear indication. . This amendment would separate these two activities at the national conference prior to a vote.

Sufficient opportunity is available for candidates for office to “campaign” through snail mail, email, magazine candidate statements, attendance at state and regional conferences, etc. Broad discussion among members about the candidates is encouraged prior to the ballot vote available to all voting members. On the other hand, there is no opportunity for debate or revision of proposed amendments prior to voting; only the views of the Bylaws and Resolution Committee (BRC) are available to the voters. In two ballot votes, voters have overwhelmingly followed the BRC recommendations. Not surprising considering that no other views were available.

This amendment makes no changes to the process for the election of officers, only for the adoption of amendments. This amendment would allow review, debate, and revision of amendments, along with the actual voting during the business meeting at the national conference, for those relatively few NARFE members that have an interest in NARFE governance. It may also serve to help increase attendance at the national conference..

Bylaws Committee Recommendation:

Rejection.

This amendment provides that voting on bylaws and standing rules amendments would take place only at the biennial national conference. Election of national officers and RVPs would take place by ballot vote prior to the national conference. The submitter reasons that this change would allow debate and revision to proposed amendments at the national conference, an opportunity that does not exist now. When One Member One Vote was implemented the voting procedures changed accordingly. Nothing precludes federation and chapter debating the proposals at chapter, federation, and regional meetings/conferences.

This proposal requires three votes, one by ballot for the election of national officers and RVPs prior to the national conference, and a second vote at the national conference to amend, modify or change proposed bylaw amendments. A third vote would be required since the proposal mandates that “all decisions reached at the national conference shall be subject to a follow-up vote by the membership for ratification.” This process would cause the Association to incur additional costs, such as having the Bylaws and Resolutions Committee attend the national conference to present and review proposed changes to the bylaws and standing rules during the business meeting, to develop summaries and rationale for changes to the original amendments, and draft final amendments to be voted on. Depending on the process to be used, attendee voting could require the use of electronic balloting machines during the conference. The second national vote would cost an additional #35-\$40K to distribute ballots in the magazine and pay for electronic counting services. Even though the submitter indicated no additional costs, there are additional costs..

Article XII, Section 3 requires notice of proposed amendments to be published in *narfe* magazine at least 30 days before the ballot deadline. Election ballots in the magazine besides having candidate names must include proposed bylaws/standing rule amendments. Lead time for publishing the magazine is 60 days. In order to have the amendments and ballot in the September magazine, the cutoff date is July 2nd, for the October magazine it is August 3rd. In either case, publishing cutoffs occur before the national conference starts.

Proposal to Amend NARFE Bylaws

Article IV, Section 1.A., Election and Term of Office specifies that officer's terms shall begin on November 1. To meet the Nov 1st start date, election voting must occur during the month of September; however, the requirement to have bylaw proposals on the ballot cannot be met. Voting in October is unacceptable because tally results from the election services contractor would not be known until after November 1 since members have to the last day of October to vote.

NOTE: this proposal affects the same sections of the bylaws as proposal B-20-17. If both are adopted, the proposals will be merged.

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-15	Executive Director Duties	VI	4.C.	National Executive Board

<u>Current Language:</u>	<u>Proposed Changes:</u>	<u>If Adopted:</u>
<p>C. The executive director shall:</p> <ol style="list-style-type: none"> 1. Serve as the chief executive officer of NARFE; 2. Be responsible for the execution of policies and programs under the general direction of the NARFE National Executive Board (NEB); 3. Hire, promote and terminate association employees subject to the personnel policies established by the NEB; 4. Participate in all annual membership meetings and all meetings of the NEB; 5. Submit reports that provide recommendations for programs for the ensuing term, including costs and sources of income; 6. Be responsible for the receipt and deposit of all monies of the association in a federally-insured financial institution(s) designated by the NEB, and maintain all the books, seals, papers and records of the association and the bonds of the officers; 7. Review, approve and sign all contracts and invoices related to NARFE programs; and 8. Approve all staff travel and review and approve all travel expense reports (this includes NEB travel expense reports). Executive director expense reports will be reviewed and approved by president or secretary/treasurer. 	<p>C. The executive director shall:</p> <ol style="list-style-type: none"> 1. <u>Serve as the chief executive officer of NARFE, be responsible for the execution of NARFE policies and programs, and achieving the operational goals as established by the NEB, including staffing and operating the association headquarters, and performing such other duties usual and customary for the position.</u> 2. Be responsible for the execution of policies and programs under the general direction of the NARFE National Executive Board (NEB); 3. Hire, promote and terminate Association employees subject to the personnel policies established by the NEB; 4. Participate in all annual membership meetings and all meetings of the NEB; 5. Submit reports that provide recommendations for programs for the ensuing term, including costs and sources of income; 6. Be responsible for the receipt and deposit of all monies of the Association in a federally insured financial institution(s) designated by the NEB, and maintain all the books, seals, papers and records of the Association and the bonds of the officers; 7. Review, approve and sign all contracts and invoices related to NARFE programs; and 8. Approve all staff travel and review and approve all travel expense reports (this includes NEB travel expense reports). Executive director expense reports will be reviewed and approved by president or secretary/treasurer. 	<p>C. The executive director shall serve as the chief executive officer of NARFE, be responsible for the execution of NARFE policies and programs, and achieving the operational goals as established by the NEB, including staffing and operating the association headquarters, and performing such other duties usual and customary for the position.</p>

Proposal to Amend NARFE Bylaws

Rationale:

The current bylaws contain a great deal of unnecessary detail. Specific, detailed duties shall be contained in contract and NARFE policy/program documentation.

Bylaws Committee Recommendation:

Adoption

Estimated Cost:

\$0.00

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-17	Bylaws and Standing Rules Debate	V	1.B.	California Federation Executive Board

<p><u>Current Language:</u></p> <p>B. In even-numbered years, the membership meeting shall be held at a place on dates and at a time determined by the NEB for the purpose of receiving reports and transacting such other business as shall properly come before it. This meeting shall be referred to as the national conference. The quorum for this meeting shall be 350 members. Elections of national officers and RVPs and voting on bylaws amendments shall be decided by ballot vote submitted to members prior to the national conference. Decisions reached at the national conference shall be subject to a follow-up vote by the membership for ratification.</p>	<p><u>Proposed Changes:</u></p> <p>B. In even-numbered years, the membership meeting shall be held at a place on dates and at a time determined by the NEB for the purpose of receiving reports and transacting such other business as shall properly come before it. This meeting shall be referred to as the national conference. The quorum for this meeting shall be 350 members.</p> <p><u>C. Elections of national officers and RVPs and voting on bylaws amendments shall be decided by ballot vote submitted to members prior to after the national conference. Decisions reached at the national conference shall be subject to a follow-up vote by the membership for ratification. <u>A business session shall be scheduled during the national conference for debate and amendment of any submitted amendments to the bylaws or standing rules.</u></u></p> <p><u>D. Candidates for election to national and regional offices shall be given the opportunity to address the conference attendees and answer questions at this business session. Minutes of the business session, including a synopsis of the discussion/debate of any proposal, shall be prominently posted on the NARFE website prior to the commencement of the ballot vote.</u></p>	<p><u>If Adopted:</u></p> <p>B. In even-numbered years, the membership meeting shall be held at a place on dates and at a time determined by the NEB for the purpose of receiving reports and transacting such other business as shall properly come before it. This meeting shall be referred to as the national conference. The quorum for this meeting shall be 350 members.</p> <p>C. Elections of national officers and RVPs and voting on bylaws amendments shall be decided by ballot vote submitted to members after after the national conference. A business session shall be scheduled during the national conference for debate and amendment of any submitted amendments to the bylaws or standing rules.</p> <p>D. Candidates for election to national and regional offices shall be given the opportunity to address the conference attendees and answer questions at this business session. Minutes of the business session, including a synopsis of the discussion/debate of any proposal, shall be prominently posted on the NARFE website prior to the commencement of the ballot vote.</p>
<p><u>Conforming amendments:</u> <i>If the above amendment is adopted, the following amendments will be automatically adopted to conform to that decision.</i></p>		

Proposal to Amend NARFE Bylaws

<p><u>Current Language:</u></p> <p><u>Article XII:</u></p> <p><u>Add new section</u></p>	<p><u>Proposed Changes:</u></p> <p><u>Article XII, Section 3 (renumber remaining)</u> <u>Proposed amendments shall be presented at the membership meeting held in even-numbered years.</u> <u>Proposals may be amended by majority vote at such meeting.</u></p>	<p><u>If Adopted:</u></p> <p><u>Article XII, Section 3 (renumber remaining)</u> Proposed amendments shall be presented at the membership meeting held in even-numbered years. Proposals may be amended by majority vote at such meeting.</p>
<p><u>Current Language:</u></p> <p><u>Standing Rule VII, Section 1.A.:</u> Amendments to any of the standing rules shall require submission of a proposed amendment, which will be processed in the same manner as prescribed for a bylaws amendment by a ballot vote by the membership.</p>	<p><u>Proposed Changes:</u></p> <p><u>Standing Rule VII, Section 1.A.:</u> Amendments to any of the standing rules shall require submission of a proposed amendment, which will be processed in the same manner as prescribed for a bylaws amendment. by a ballot vote by the membership.</p>	<p><u>If Adopted:</u></p> <p><u>Standing Rule VII, Section 1.A.:</u> Amendments to any of the standing rules shall require submission of a proposed amendment, which will be processed in the same manner as prescribed for a bylaws amendment.</p>

Rationale:

The current referendum balloting system fails to allow for debate/discussion and, if needed, amendment of proposals to amend the national bylaws and standing rules prior to the ballot voting. The current balloting system also fails to offer candidates the national and regional office the opportunity to be heard and questioned by the membership attending the national conference. For clarity and a knowledgeable vote by the membership, the debate/discussion of proposals and candidate consideration should not be left to the discretion of the NEB or national officers. Therefore, the changes included in this proposed amendment should be contained in our national bylaws.

The major defect in the current referendum ballot voting system is the absence of any effective discussion/debate on major issues requiring amendments to the national bylaws or standing rules prior to a nationwide ballot. This lack of ability of the membership to be able to consider the pros and cons of amendment proposals effectively allows the national office, through committee, to dictate which proposals are to be considered and which are to be eliminated particularly when the members of the review committee are appointed by the national office and not elected by the general membership.

The more knowledgeable the voting membership is the more effective this association.

Bylaws Committee Recommendation:
Rejection.

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

Proposal to Amend NARFE Bylaws

CY 2019 bylaws (reflects the amendments adopted in the 2019 Referendum) required proposed amendments to be published in *narfe* magazine at least 30 days before the ballot deadline, and they specify that officers' terms shall begin November 1 (*Article XII, Section III, Notice and Article IV, Section 1: Elections and Term of Office*). The tradition of having the national conference at the end of August makes this proposal impracticable. A lead time for publishing in the magazine is 60 days. In order to have the amendments and ballot in September magazine, the cutoff date is July 2nd, for the October magazine the date is August 1st. In either case, publishing cutoffs occur before the national meeting starts. This amendment would also incur additional annual meeting expenses such as having the Bylaws and Resolution Committee members in attendance, printing proposals for attendees, renting electronic voting system, and possibly others. It should be noted that the 2020 Bylaws and Resolutions Committee has not generated any expenses for NARFE because all their work has been accomplished via Go To Meetings and Conference Calls.

Estimated Cost:

\$0.00

NOTE: this proposal affects the same sections of the bylaws as proposal B-20-14. If both are adopted, the proposals will be merged. For example, the conforming amendment dealing with "even-numbered years" will include not only voting on amendments, but on the actual proposals, but added to the requirement would be the opportunity for candidates to address attendees.

Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-18	Spousal Memberships	III	2	Chapter 0706 (California)

<p><u>Current Language:</u></p> <p>(none)</p>	<p><u>Proposed Changes:</u></p> <p><u>Spousal members are those persons that are married to a voting membership category, and who support and are willing to uphold the NARFE mission statement. Spousal membership is included in the membership of a voting NARFE category member at no additional cost to the voting member. Spousal members may be added to NARFE membership by submission of an application by a voting membership category or by updating such information in the members online profile. Spousal members may not serve as an elected or appointed official of NARFE without paying NARFE dues and, if applicable, chapter dues.</u></p>	<p><u>If Adopted:</u></p> <p>Spousal members are those persons that are married to a voting membership category, and who support and are willing to uphold the NARFE mission statement. Spousal membership is included in the membership of a voting NARFE category member at no additional cost to the voting member. Spousal members may be added to NARFE membership by submission of an application by a voting membership category or by updating such information in the members online profile. Spousal members may not serve as an elected or appointed official of NARFE without paying NARFE dues and, if applicable, chapter dues.</p>
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Conforming amendments:
If the above amendment is adopted, the following amendments will be automatically adopted to conform to that decision.

<p><u>Article III, Section 1.B.:</u> Voting membership categories shall include chapter, national-only, honorary, and distinguished. All voting members shall have all privileges of membership including the right to vote and to hold office. The nonvoting member category shall include supporting members.</p>	<p><u>Article III, Section 1.B.:</u> Voting membership categories shall include chapter, national-only, honorary, and distinguished. All voting members shall have all privileges of membership including the right to vote and to hold office. The nonvoting member category shall include supporting members <u>and spousal members.</u></p>	<p><u>Article III, Section 1.B.:</u> Voting membership categories shall include chapter, national-only, honorary, and distinguished. All voting members shall have all privileges of membership including the right to vote and to hold office. The nonvoting member category shall include supporting members and spousal members.</p>
<p><u>Article III, Section 2.C.:</u> Chapter members are members of both a chapter and NARFE.</p>	<p><u>Article III, Section 2.C.:</u> Chapter members <u>and their spouses</u> are members of both a chapter and NARFE.</p>	<p><u>Article III, Section 2.C.:</u> Chapter members and their spouses are members of both a chapter and NARFE.</p>

Proposal to Amend NARFE Bylaws

Rationale:

- (1) This change will increase NARFE numbers substantially and quickly. This in turn will increase our clout on Capitol Hill in order to keep NARFE relevant in the minds of congressional leaders.
- (2) The current membership definition and numbers do not include the spouse of our members unless said spouse pays dues. Several organizations (e.g. AARP, Military Officers Association of America (MOAA), National Association of Retired Postal Inspectors (NARPI), and others) automatically include a spouse as part of the membership in its organization. This strategy has kept these organizations strong, relevant, and with higher membership numbers.
- (3) The spouse of dues paying member would not be a voting member, pay dues, or receive a magazine or any other mailings. Should the dues paying spouse pass away, membership is then transferred to the spouse for the remainder of the dues paid (which is currently NARFE's policy now) and then the spouse would need to decide whether to continue in NARFE by paying dues.

Bylaws Committee Recommendation:

Rejection.

The intent of this amendment to increase membership is a valiant attempt to improve the membership issues and at minimal cost. The NARFE legal counsel has advised the NEB that admitting supporting members to the NARFE membership could jeopardize the IRS section C.5.a. tax-exempt status of the Association. The NEB subsequently voted in November 2019 to strike the category of supporting members from the bylaws. In addition, the current definition of supporting members in Article III, Section 2.G. does not conform to any of the membership categories defined in Article III, Section 1 and should not have been approved for inclusion in the Bylaws.

This amendment stating, "Spousal membership....at no cost to the voting member" is in conflict with Article III, Section 1 that states, "*Upon receiving application and dues admit them as members.*"

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

The other issue for rejection is the Estimated Cost. NARFE administration will still need to maintain this spouse as a member; thus, there will be administration cost for the spousal member as well as any other NARFE national-only or chapter member. Current cost per member is estimated at \$40.87.

If adopted, NARFE could incur up to a \$40.00 loss for every current NARFE spouse who is a member, plus \$40.87 for every new spouse currently not a member. At this juncture, NARFE can ill-afford a massive loss of membership dollars.

Estimated Cost:

Since there will be no additional mailings, there is no cost increase in this area. Potential loss of current dues paying spouses that are current members may impact NARFE in the short term, but many of these spousal members may not want to give up their voting rights and decide to stay as dues paying members. However, this potential loss must be weighed against the drastic need to increase our membership numbers as NARFE's numbers have continued to spiral downward.

Proposal #	Title	Article	Section	Proposed by
B-20-20	Membership Dues	III	3.A.	Membership Committee and NEB

<p><u>Current Language:</u></p> <p>Members shall pay dues of \$40 for one year, \$72 for two years, and \$102 for three years, except that members who pay their dues through dues withholding shall pay annual dues of \$34. The NEB shall also establish an amount to pay all future dues in full. Such members who pay all future dues in full shall be called life members. All funds derived from membership fees and dues shall be used only to support association objectives.</p>	<p><u>Proposed Changes:</u></p> <p>Members shall pay dues of \$40 \$48 for one year, \$72 \$92 for two years, and \$102 \$126 for three years. except that members who pay their dues through For dues withholding shall pay annual dues of \$34 are \$42. The NEB shall also establish an amount to pay all future dues in full. Such members who pay all future dues in full shall be called life members. All funds derived from membership fees and dues shall be used only to support association objectives.</p> <p><u>Proviso: To be effective January 1, 2021</u></p>	<p><u>If Adopted:</u></p> <p>Members shall pay dues of \$48 for one year, \$92 for two years, and \$126 for three years. For dues withholding annual dues are \$42. The NEB shall also establish an amount to pay all future dues in full. Such members who pay all future dues in full shall be called life members. All funds derived from membership fees and dues shall be used only to support association objectives.</p> <p><i>Proviso: To be effective January 1, 2021</i></p>
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<p><u>Rationale:</u></p> <p>NARFE's last dues increase (\$40) in 2011 was projected to sustain NARFE through 2016. The requested dues increase amounts to 67 cents per month for the member. The dues increase will generate a level of income to support NARFFE's ability to fulfill its mission and the value to its members.</p> <p>The current cost to serve each member is \$40.87. For a new chapter member it is \$57.33, and for a new national-only member it is \$45.20. NEB has had to approve deficit budgets due to decreased income from fundraising programs, loss of membership dues from declining membership, as well as increased postal fees and paper costs for our magazine.</p> <p>NARFE HQ has initiated or proposed several actions to reduce operating expenses, some of which will require approval of bylaw or standing rule amendments. These actions include reducing: RVP salaries by 50% (<i>which requires membership approval</i>); merit raises from 3% to 2% and Federation's 10% funds to 5% (<i>see separate bylaws amendment</i>); reducing NARFE Budget bottom line 1%; and eliminating some RVP travel expenses and phone/internet reimbursement. Headquarters is actively pursuing a healthier ratio of dues revenue to non-dues revenue. Membership is our primary revenue source and will continue to be for the near future.</p> <p><u>Bylaws Committee Recommendation:</u> Adoption</p>

<p><u>Estimated Cost:</u> Minimal for minor AMS reprogramming</p>
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Proposal to Amend NARFE Bylaws

Proposal #	Title	Article	Section	Proposed by
B-20-21	Federation Payments	III	3.E.	Membership Committee and NEB

<p><u>Current Language:</u></p> <p>Ten percent of the national dues of its members and new membership fees shall be returned to each federation on a monthly basis.</p>	<p><u>Proposed Changes:</u></p> <p>Ten Five percent of the national dues of its members and new membership fees shall be returned to each federation on a monthly basis. <u>NARFE will pay expenses for federation presidents (or designee) to attend FedCon, LegCon, and federation/NEB joint meetings.</u></p>	<p><u>If Adopted:</u></p> <p>Five percent of the national dues of its members and new membership fees shall be returned to each federation on a monthly basis. NARFE will pay expenses for federation presidents (or designee) to attend FedCon, LegCon, and federation/NEB joint meetings.</p>
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Conforming amendments:
If the above amendment is adopted, the following amendments will be automatically adopted to conform to that decision.

<p><u>Current Language:</u></p> <p><u>Standing Rule #1, Section 3.C.</u> For new members, ten percent of the new-member fee will be returned to the federations; there will be no distribution to the chapters, except that for new members who join a chapter at the same time they join NARFE, one-third of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the NARFE dues and the dues of the appropriate chapter.</p>	<p><u>Proposed Changes:</u></p> <p><u>Standing Rule #1, Section 3.C.</u> For new members, ten five percent of the new-member fee will be returned to the federations; there will be no distribution to the chapters, except that for new members who join a chapter at the same time they join NARFE, one-third of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the NARFE dues and the dues of the appropriate chapter.</p>	<p><u>If Adopted:</u></p> <p><u>Standing Rule #1, Section 3.C.</u> For new members, five percent of the new-member fee will be returned to the federations; there will be no distribution to the chapters, except that for new members who join a chapter at the same time they join NARFE, one-third of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the NARFE dues and the dues of the appropriate chapter.</p>
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<p><u>Current Language:</u></p> <p><u>Standing Rule #1, Section 4</u> NARFE headquarters shall provide a monthly accounting to the federation of the number of members for which it is being reimbursed 10% or other funds.</p>	<p><u>Proposed Changes:</u></p> <p><u>Standing Rule #1, Section 4</u> NARFE headquarters shall provide a monthly accounting to the federation of the number of members for which it is being reimbursed 10% 5% or other funds.</p>	<p><u>If Adopted:</u></p> <p><u>Standing Rule #1, Section 4</u> NARFE headquarters shall provide a monthly accounting to the federation of the number of members for which it is being reimbursed 5% or other funds.</p>
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Proposal to Amend NARFE Bylaws

Rationale:

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

Bylaws Committee Recommendation:

Rejection

Simply stated, this proposal would cut the payment of ten percent funds to federations in half while at the same time paying travel expenses for federation presidents to attend FedCon, LegCon and federation president-NEB joint meetings. However, the reduction of ten percent funds by half would far exceed the travel expenses of federation presidents to attend two meetings, FedCon or LegCon and the annual federation presidents--NEB meeting, each year.

To illustrate, Federation X, a mid-sized federation in the west, has a calendar year 2021 budget that includes income of \$15,000 in ten percent fund rebates. The federation president in 2021 will attend LegCon21 in Alexandria, Virginia and the annual federation presidents meeting in San Antonio, Texas.

Travel expenses to attend LegCon21 will be about \$1200 and to attend the annual federation presidents-NEB meeting about \$800 for a total of \$2000. However, the fifty percent cut in ten percent funds will be \$7500 for a net loss to the federation budget of \$5500.

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

Proposal to Amend Bylaws

Proposal #	Title	Article	Section	Proposed by
BRC-20-01	Membership Categories	III	2. A-G	Bylaws and Resolutions Committee

<u>Current Language:</u>	<u>Proposed Changes:</u>	<u>If Adopted:</u>
<p>Section 2. Membership Classes and Categories.</p> <p>A. There shall be two classes of membership: voting and nonvoting.</p> <p>B. Voting membership categories shall include chapter, national-only, honorary, and distinguished. All voting members shall have all privileges of membership including the right to vote and to hold office. The nonvoting member category shall include supporting members.</p> <p>C. Chapter members are members of both a chapter and NARFE.</p> <p>D. National-only members are members of NARFE, but do not belong to a chapter.</p> <p>E. Honorary Members are those members recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership.</p> <p>F. Distinguished members are those members recognized for having reached at least 20 years of NARFE membership.</p> <p>G. Supporting members are those persons who support and are willing to uphold the NARFE mission statement. Supporting members may not serve as an elected or appointed official of NARFE. Supporting members may be enrolled upon submitting an application and paying the requisite dues as established by the NEB and, if</p>	<p>Section 2. Membership Classes and Categories.</p> <p>All members shall have all privileges of membership including the right to vote and hold office. Membership categories are as follows:</p> <p>A. There shall be two classes of membership: voting and nonvoting.</p> <p>B. Voting Members. Voting membership categories shall include chapter, national-only, honorary, and distinguished. All voting members shall have all privileges of membership including the right to vote and to hold office. The nonvoting member category shall include supporting members.</p> <p><u>C. Chapter members are members of both a chapter and NARFE. paying both a local chapter fee and NARFE association dues.</u></p> <p><u>D. National-only members are members of paying NARFE association dues only, but do not belong to a chapter.</u></p> <p>E. Honorary Members are those members recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership.</p> <p>F. Distinguished members are those members recognized for having reached at least 20 years of NARFE membership.</p> <p>G. Supporting members are those persons who support and are willing to uphold the NARFE</p>	<p>Section 2. Membership Categories.</p> <p>All members shall have all privileges of membership including the right to vote and hold office. Membership categories are as follows:</p> <p>A.. National-only members are members paying NARFE association dues only.</p> <p>B. Chapter members are members paying both a local chapter fee and NARFE association dues.</p> <p>C. Honorary Members are those members recognized before October 2008 for having reached 85 years of age and at least 20 years of NARFE membership.</p> <p>D. Distinguished members are those members recognized for having reached at least 20 years of NARFE membership.</p>

Proposal to Amend Bylaws

<p>applicable, the chapter. Supporting members may also join a chapter upon paying chapter dues.</p>	<p>mission statement. Supporting members may not serve as an elected or appointed official of NARFE. Supporting members may be enrolled upon submitting an application and paying the requisite dues as established by the NEB and, if applicable, the chapter. Supporting members may also join a chapter upon paying chapter dues.</p>	
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Rationale: *(This BRC combines B-20-03, B-20-12, and B-20-19).*

This amendment re-organizes and clarifies the NARFE categories of membership. All NARFE members are national members; individuals joining NARFE must first have to be a national member before they can join a chapter. Therefore, national-only members are listed first.

NARFE legal counsel advised the NEB that admitting supporting members to the NARFE membership may jeopardize the tax-exempt status of the Association. The NEB subsequently voted in November 2019 to strike the category of supporting members from the bylaws. In addition, the current definition of 'supporting members' in Article III, Section 2.G does not conform to any of the membership categories defined in Article III Section 1 and should not have been approved.

With the removal of supporting members, all members are voting members and there is no need to retain classes of members.

Bylaws Committee Recommendation:

Adoption.

Estimated Cost:

\$0.00.

Proposal #	Title	Proposed by
NEB-01	NEB Salaries	NEB

In accordance with Article VI, Section 2, which requires the NEB to “perform such other duties as directed by membership ballot” and Article III, Section 4.B., which requires a two-thirds vote to approve “any resolution or report that recommends changes in dues or compensation of the national officers or of the RVPs, the NEB has adopted the following motion for ratification by the membership.

To cut RVP salaries by 50%; no COLA for the entire NEB, effective November 1, 2022.

RESOLUTION R-20-01

Proposed by Thomas Riley

- Whereas, The Windfall Elimination clause has robbed many widows and widowers of their rightful Social Security earnings. This is wrong. People paid into the Social Security Agency only to have a good part of their retirement taken away from them. Those who have been impacted over the years by this shorted sighted clause should be reimbursed their rightful social security benefits; therefore, be it
- Resolved,* That all federal employees who have suffered under this legislation have their rightful benefits restored

Rationale:

Restore people their rightful Social Security earnings. I have been retired 16 years and have had \$90,000 withheld from my rightful earnings.

Bylaws and Resolutions Committee Recommendation:

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

RESOLUTION R-20-02

Proposed by Western Montgomery County (MD)

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

Rationale:

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

Bylaws Committee Recommendation:

The Bylaws and Resolutions Committee recommends rejection. The BRC forwarded this proposal to the NARFE Advocacy Committee for its review and comments. The committee determined the proposal would direct NARFE to support specific legislation without regard to other provisions of the Advocacy Program.

Proposal to Amend NARFE Standing Rules

Proposal #	Title	Rule	Section	Proposed by
S-20-02	Committee Composition	VI	1.B.	Utah Federation

<p><u>Current Language:</u></p> <p>The names of members appointed to committees shall be included in the issue of the publication that is issued for the month preceding the month of the ballot voting. To the extent practicable, the NEB shall ensure that all segments of NARFE are represented on a committee. Substitution of committee members may be made later as needed.</p>	<p><u>Proposed Changes:</u></p> <p>The names of members appointed to committees shall be included in the issue of the publication that is issued for the month preceding the month of the ballot voting. To the extent practicable, the NEB shall ensure that all segments of NARFE are represented on a committee. <u>Every committee not restricted to NEB members shall include at least one National member and one Chapter member.</u> Substitution of committee members may be made later as needed.</p>	<p><u>If Adopted:</u></p> <p>The names of members appointed to committees shall be included in the issue of the publication that is issued for the month preceding the month of the ballot voting. To the extent practicable, the NEB shall ensure that all segments of NARFE are represented on a committee. Every committee not restricted to NEB members shall include at least one National member and one Chapter member. Substitution of committee members may be made later as needed.</p>
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<p><u>Rationale:</u></p> <p>The composition of NARFE membership is approaching 50% of National member and 50% Chapter members, yet few appointed committees include a national-only member. This addition to the Standing Rules will ensure that both current categories of NARFE membership will be represented on all committees.</p> <p><u>Bylaws Committee Recommendation:</u></p> <p>Rejection.</p> <p>This Standing Rule amendment seeks to further define the composition of committees outlined in Standing Rule VI, Section 2B by requiring them to have at least one national-only member and one chapter member. This change is unnecessary because the second sentence of that section already grants that possibility: "To the extent practicable, the NEB shall ensure that all segments of NARFE are represented on a committee." "All segments" inherently includes all membership categories.</p> <p>It is conceivable under such a requirement there might be only one national-only member and the rest of the committee chapter members or vice versa. That would not really be representative, which is the implied reason for this amendment.</p> <p>Further, "To the extent practicable" means there could be cases where all segments may not be represented. For particular committees there may be special skills and knowledge required that would have to be considered, and fulfilling the committee composition this change imposes could limit the ability to fill the committee. This limitation restricts the President's authority (Standing Rule II, Section 1A3) to name members to committees whom he/she believes best have the skills and knowledge necessary for the particular committee.</p> <p>Finally, in accordance with current practice individuals submit their names for consideration as committee members. There is no guarantee an equal number of qualified members would submit their names for consideration to serve on a particular committee. The proposed Standing Rule Amendment could deter members from volunteering. In addition, RVPs are asked to refer qualified members for committees. This amendment restricts RVPs in rendering such assistance in the committee selection process.</p>

<p><u>Estimated Cost:</u></p> <p>\$0</p>

Proposal to Amend NARFE Standing Rules

Proposal #	Title	Rule	Section	Proposed by
S-20-03	Audit Publication Deadline	II	1.B.6	NEB

<p><u>Current Language:</u></p> <p>Ensure that a financial report for the prior calendar year, including a balance sheet, list of investments and the auditor's recommendations, is published not later than the June issue of the association's official publication. Such report shall list separately the salary of each officer and regional vice president.</p>	<p><u>Proposed Changes:</u></p> <p>Ensure that a financial report for the prior calendar year, including a balance sheet, list of investments and the auditor's recommendations, is published not later than the June issue of annually in the association's official publication. Such report shall list separately the salary of each officer and regional vice president.</p>	<p><u>If Adopted:</u></p> <p>Ensure that a financial report for the prior calendar year, including a balance sheet, list of investments and the auditor's recommendations, is published annually in the association's official publication. Such report shall list separately the salary of each officer and regional vice president.</p>
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<p><u>Rationale:</u></p> <p>Eliminates the June deadline for annual audit publication and disclosure of our investments in the <i>narfe</i> magazine. During the recent experience bidding the annual audit, the tight publication deadline created issues for the auditors, eliminating one from bidding. More time is needed by staff and auditors for a quality audit.</p> <p><u>Bylaws Committee Recommendation:</u> Adoption.</p>
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<p><u>Estimated Cost:</u></p> <p>\$0</p>

Proposal to Amend NARFE Standing Rules

Proposal #	Title	Rule	Section	Proposed by
S-20-05	Chapter Payments	1	3.C.	Membership Committee and NEB

<p><u>Current Language:</u></p> <p>For new members, ten percent of the new-member fee will be returned to the federations; there will be no distribution to the chapters, except that for new members who join a chapter at the same time they join NARFE, one-third of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the NARFE dues and the dues of the appropriate chapter.</p>	<p><u>Proposed Changes:</u></p> <p><u>Standing Rule #1, Section 3.C.</u> For new members, ten percent of the new-member fee will be returned to the federations; there will be no distribution to the chapters, except that for new members who join a chapter at the same time they join NARFE, one-third one-sixth of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the NARFE dues and the dues of the appropriate chapter.</p> <p><u>Proviso: to be effective January 1, 2021</u></p>	<p><u>If Adopted:</u></p> <p><u>Standing Rule #1, Section 3.C.</u> For new members, ten percent of the new-member fee will be returned to the federations; there will be no distribution to the chapters, except that for new members who join a chapter at the same time they join NARFE, one-sixth of the membership fee shall be returned to the chapter in lieu of the first year's chapter dues. Subsequent billings for members not joining a chapter shall be for NARFE dues only. Subsequent billings for those who join a chapter as they join NARFE shall be for a combination of the NARFE dues and the dues of the appropriate chapter.</p> <p>Proviso: to be effective January 1, 2021</p>
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<p><u>Rationale:</u> This provides the average dues amount of current chapters in the association for the first year, thereafter the dues of record will be billed.</p> <p><u>Bylaws Committee Recommendation:</u> Adoption.</p>
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