

Maryland Federation Recommendations re the 2020 National Bylaw Change Proposals

Number	Recommendation	Description and Rationale
B-2002	Approve	This proposal is needed to ensure that the Oversight Committee or whoever develops the ballot follows fair ballot procedures. NARFE is incorporated in D.C., and D.C. code does not give recourse to organization members when unfair ballots are used, unless the bylaws specifically require fair ballots. The standards are necessary. Note: Some NARFE ballots in the past did not follow best procedures for eliminating bias. It is important that the Ballot Oversight Committee have standards from which to work.
B-2004	Approve	Reiterates governance authorities already in the bylaws in Article VI, Section 2, first bullet, and then eliminates the ability of members to, via ballot or by the president, with concurrence of the NEB majority, direct the NEB to perform other duties.
B-2005	Approve	Adds language that a vacancy in the Office of Secretary/Treasurer must be filled by an NEB member.
B-2006	Approve	Eliminates reference to revisions at conferences since all amendments to bylaws and standing rules are by ballot vote.
B-2007	Reject	Eliminates member voting on resolutions and it also eliminates voting on reports recommending changes in national dues or the compensation of offices or RVPs. This proposal also eliminates committees reviewing and evaluating resolutions which seems problematic at best. The proposal is confusing and should be rejected. Note: This proposal is very confusing, not needed and actually detrimental if passed. Resolutions should be voted upon. Removing the members' ability to vote on resolutions is not in the best interest of NARFE members.
B-2008	Reject	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.
B-2009	Reject	This proposal would allow the merger of two or more federations into one federation with approval of the NEB. However, there is no protection for state federations that do not want to combine with others. The NEB should not be able to merge federations without the affected federations' permission. Note: If the proposal were rewritten to include permissions from the federations who were affected, the proposal would be okay.
B-2010	Approve	Adds term limits for National Secretary/Treasurer to not more than three (3) consecutive terms in that office
B-2011	Reject	This proposal changes the term start date of the National President, National Secretary/Treasurer and RVPs from November 1st to January 1st. This proposal also adds the word, "majority" to describe the vote which is in direct conflict with Article IV, Section 1 that provides for non-majority votes when no majority can be reached. This proposal might lead to costly conflict. Note: If the word "majority" had not been in this proposal, it would have been okay to approve.

B-2014	Reject	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, etc.
B-2015	Approve	Streamlines executive director duties description in bylaws. Detailed duties should be contained in the director's contract and in NARFE policy/program documentation.
B-2017	Reject	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. Note: While there is a need to discuss proposals for bylaw and resolution changes and to hear from officer candidates, the solution offered by this proposal is unfair to those who cannot attend conferences. Perhaps online discussions could be utilized prior to finalization of proposals or another solution developed.
B-2018	Reject	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.
B-2020	Reject	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. Note: A 20% hike in dues is far higher than other like organizations have had. NARFE will lose many members if this goes through. A more reasonable idea is to raise funds over a three-year period with 5% for each of Year 1 and 2 and 10% for Year 3. Dues would be \$42 for Year 1; \$44 for Year 2, and \$48 for Year 3.
B-2021	Reject	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-2001	Approve	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.

S-2002	Reject	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 1B states: "To the extent practicable, the NEB shall ensure that all segments of NARFE are represented on a committee." 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. Note: It is unlikely that there would be enough National members willing to sit on the committees. Most join as a National member, because they do not want to participate in activities.
S-2003	Approve	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.
S-2005	Reject	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. The current method works and we see no reason to change it now. Note: Chapters need the funds. Further, if Proposal B-2020 is passed, the National dues will be increased by 20%. There is no need to hurt chapters that are already struggling in order to provide more funds to National Headquarters.
R-2001	Reject	Resolves that NARFE support legislation to restore their Social Security benefits lost under Windfall Elimination Provision (WEP). The NARFE Advocacy Committee determined this resolution is duplicative of NARFE's advocacy program for the 116th Congress. The current provision in NARFE's legislative program states: "NARFE supports the repeal or reform of the Social Security Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP)."
R-2002	Reject	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. Note: While we support improvement to the Social Security trust fund solvency and benefits, we would not want to be directed to support specific legislation which may only be a partial solution or have other language in it that was objectionable to NARFE.
NEB-01	Reject	This is not a change to the bylaws but needs to be approved by the members and so appears on the ballot. This proposal cuts RVP salaries by 50% and eliminates COLAs for entire NEB. These changes would be effective Nov 1, 2022. If this change is made, RVPs may need to curtail some assigned duties such as attending meetings and travel to visit and assist chapters in their regions.

Key:

B - Bylaw

S - Standing Rule

BRC - Bylaws and Resolution Committee

R - Resolution