

This Proposed Bylaw/Standing Rule Amendment (F-3C) was submitted direct from the Virginia Federation Board to NARFE Headquarters on Monday, January 28, 2008

Author: NARFE F-3C Form – Virginia Federation of Chapters – Board of Directors

Date: January 28, 2008

Title: Establish At Large, Non-Resident Officer Position

Article and section affected: Articles II & III Officers Duties and NEB

Change Proposed: Amend Bylaws to reflect establishment of Officer(s) at Large, Non-Resident Position(s) on NEB

Current Bylaws: There is no mention in the current Bylaws or standing rules of an Officer at Large Position on the NEB.

If adopted: Article II. Officers and Their Duties: Add as a new section.

Section 3. Officers at Large.

A. Officers: There shall be at least one Officer at Large, non-resident position on the NEB to serve as a liaison to represent primarily the issues of greatest interest to active federal employees (AFE), namely issues relative to retirement planning and future benefits. The NEB may approve additional Officers at Large, as may be required.

B. Eligibility: Any nominee for Officer(s) at Large shall be a member of both the Association and a Federation-affiliated Chapter.

C. Term of Office:

1. The Officers at Large shall be elected at the biennial National Convention and shall serve two-year terms ending when a successor is elected and assumes office.

2. The Officers at Large elected at a Convention shall be installed at the Convention and assume office on the first workday of the second month following the Convention.

D. Restrictions: Officers at Large may not simultaneously hold office in any other NARFE organization, such as a Chapter or Federation.

E. Vacancy in Office: In case of a vacancy of an Officer at Large, the NEB shall have the authority to fill such vacancy for the unexpired term, unless otherwise provided for in these Bylaws.

F. Duties: Under the general policy guidelines of the NEB, the Officers at Large shall:

a. Act as liaison officers for active federal employees (AFE) with equal voting rights on the NEB as RVPs.

b. Represent the National Office in promoting the aims and objectives of the Association.

c. Encourage Federation Officers and their Chapters to emphasize more NARFE activities which will attract more active federal employees (AFE) to join and participate in NARFE to promote the aims and objectives of the Association for the benefit of all federal civilian employees and annuitants.

Article III, The National Executive Board, Section 1. Composition: Revise Section 1 to read: The NEB of the Association shall be composed of the National Officers, the Regional Vice Presidents and Officers at Large.

Reason: Our declining membership numbers for the past decade indicate serious attention is needed to attract new members that will have the interest, energy, and time to continue promoting the aims and objectives of the Association for many years. The active federal employees (AFE) are the future leaders of NARFE; they need to feel they have a reason to join NARFE now. Although there are presently two separate Q&A sections (one for Current Employees and one for Retirees) in NARFE magazine, having an Officer at Large on the NEB as their voice would strengthen the message to AFE that NARFE really cares about their future.

Since the proposed Officer(s) at Large is a non-resident position, AFE members should be encouraged to seek the position(s). Having at least one AFE member on the NEB would add a great asset and resource to the NEB.

Also, now that we are in the 21st century (and more baby boomers planning for retirement every year) we need to emphasize that we are now serving two categories (generations) of membership: CSRS and FERS--each with different values, motivators, and retirement benefits. The future of NARFE depends on achieving a balance in serving both generations at the same time while assuring each membership category (generation) that NARFE is looking after their current and/or future retirement benefits. Officers at large on the NEB could assist in this effort. (This means chapters need to be encouraged to focus on program topics that are different for each group and perhaps hold separate events: business meeting with program for CSRS during the day and evening or weekend meeting for active federal employees (AFE) with topics relating to planning retirement strategies, etc. Of course, any member may attend either meeting but it should be clear which group has the focus.

Estimated Annual Cost: Same as RVP salary & benefits

Method of Proposal: VA Federation Board direct to NARFE HQ – Date Adopted Jan. 21, 2008