

**NATIONAL ACTIVE AND RETIRED FEDERAL  
EMPLOYEES ASSOCIATION  
WASHINGTON STATE FEDERATION OF  
CHAPTERS  
Proposed Bylaw/Standing Rule Amendment No. 3**

**Date:** March 10, 2011

- 1. Title of proposed change:** Return to Annual Federation Conventions
  
- 2. Bylaw article(s) and section(s) affected or Standing Rule number:** Article IV; Article V Section 2 (a); Article V Section 3; Article VII (a); Article VII (b).
  
- 3. State the specific change proposed:** The proposed change will return the Federation to annual Federation Conventions.
  
- 4. Provide a comparison of what is in the bylaws or standing rules now, with the adjustment proposed, and how it will look if adopted:**

**-4a: Current bylaws or standing rules:**

Article IV, second paragraph: The Federation may also impose a direct per capita assessment on Chapters to fund programs and activities not covered by the National Ten Percent Fund. Such assessment is subject to approval by a majority vote of delegates at the State Convention (in even years) or at a midterm Federation event (in odd years).

Article V Section 2(a): Federation Officers. The President, Vice President, Secretary, and Treasurer shall be elected by a majority vote at the Biennial State Convention, held in even-numbered years, to serve for two years or until their successors are elected and installed.

Article V Section 3, first paragraph: Vacancies in the Federation elective offices shall be filled by a majority vote of the Executive Committee, and all such appointments shall terminate at the next biennial State Convention, however:

Article VII (a): A State Federation Convention shall be held biennially in even numbered years at such time and place as approved by the Executive Committee, or two years in advance.

Article VII (b): Midterm events may be held for such purpose and at such times and places as determined by the Executive Committee.

**-4b: If adopted:**

Article IV, second paragraph: The Federation may also impose a direct per capita assessment on Chapters to fund programs and activities not covered by the National Ten Percent Fund. Such assess is subject to approval by a majority vote of delegates at the State Convention.

Article V Section 2(a): Federation Officers. The President, Vice President, Secretary, and Treasurer shall be elected by majority vote at the State Convention in even-numbered years, to serve for two years or until their successors are elected and installed.

Article V Section 3, first paragraph: Vacancies in the Federation elective offices shall be filled by a majority vote of the Executive Committee, and all such appointments shall terminate and be re-filled by majority vote at the next State Convention. Vacancies filled at odd numbered year conventions shall be for one year terms, however:

Article VII (a): A State Federation Convention shall be held annually at such time and place as approved by the Executive Committee.

Article VII (b): (This Article is deleted).

**5. Reason the change should be adopted:**

Continuity of activities at the Federation Level will be reduced with conventions every two years. Because of the economy and ongoing attacks on our earned benefits, having conventions annually is even more important.

Conventions are "energizing events." Annual conventions keep the energy level of Federation members at a higher level. When members go to Convention, they get new ideas from other chapters and they get "fired up" to come home and try to improve their chapter.

Conventions keep members connected. Annual conventions keep members from across the Federation knowledgeable of each other's viewpoints and concerns at a higher frequency.

With biennial conventions, if you miss a meeting, then it is four years without going to one and thus interest is lost. People may say it has been four years and I'm so out of it, I won't go this year either.

If the convention is every other year it will be harder to stay engaged as to the purpose and importance of NARFE.

We are already losing members from NARFE at an unacceptable rate. Now is not the time to reduce connectivity of members.

**6: Estimated cost:** There is no cost impact at present because biennial conventions have not been implemented. Savings due to biennial conventions (up to \$1000 per midterm year) will be reduced because the Federation will likely subsidize midterm events.

Submitted by: /s/ Kent Clarida, President

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