



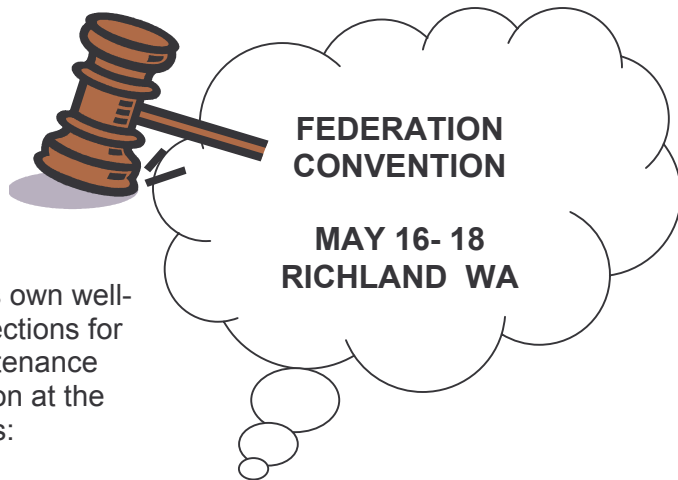
**Washington State Federation of Chapters  
Federal Reporter  
April, May, June 2006**

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Washington State Federation of Chapters  
Federal Reporter  
Natalie Leath, Editor  
2126 S. Union Avenue – D4  
Tacoma WA 98405-1035

This newsletter is mailed to all elected officers and committee chairs listed in the Federation directory, and to a “Courtesy” listing. If you prefer **NOT** to receive this publication, notify the editor and you will be removed from the mailing list.

**WSFC President's Corner**  
Dwight Pace, President



**NARFE'S CHALLENGES**

NARFE, like all other organizations, is challenged look after its own well-being. Every year there are issues we must examine, i.e., directions for the future, strengthening the organization, tending to the maintenance functions. Among the items demanding our attention and action at the Federation and National Conventions include these challenges:

**Challenge # 1** is our declining membership. Washington is doing a better job of recruiting and retaining members than most other states but we still have a problem with membership numbers.

**Challenge # 2** is finding enthusiastic, effective leadership throughout our organization. How many positions are left unfilled in chapters, districts, Federations? Who will lead nationally?

**Challenge # 3** is our recurring inability to solve our dues structure. Failure to adopt a unified dues structure has resulted in a mishmash of dues options for both current and former federal employees. Today there are over a dozen different plans members can select from—and that's only the national dues! Add to that the fact that every chapter sets its own chapter dues, and you have an impossible situation.

**Challenge # 4** relates to Challenge #3. We cannot seem to make a lasting decision about whether one must be a member of a chapter. We argue endlessly for ultimate democracy of choice vs. ultimate participation by all. Is everyone a dues-paying chapter member or a lone ranger paying less and acting on his or her own?

The above four issues highlight how interdependent these procedural issues are. We cannot effectively solve any one of them without solving all. There are no doubt more issues that will surface between now and September when the National Assembly of Delegates convenes in Albuquerque. I sincerely hope you plan to attend the Federation Convention and the National Convention to help solve those issues.

I would call your attention to two other sets of information you need to be aware of and ready to act on. Natalie Leath, Legislative Chair, has done an excellent job of helping us effectively lobby Congress with NARFE issues. She has kept our legislative program before us and during the most debilitating, intimidating, threatening time in memory. Even during the 70's and 80's, when GPO and WEP were passed, we did not face the total rejection that government employees and retirees face today. Be sure to read Natalie's article.

Let me recommend another article in this issue. Membership Chair Lois Pace pinpoints some possible reasons for the declining membership. We have beaten ourselves with a myriad of ideas, suggestions, and actions for membership recruitment and retention. We have not faced the underlying causes mentioned in her message. I guess it is hard for us "Traditionalists" to understand the "Baby Boomers"—our own kids! In any case, we must recognize that values and generational differences do exist. Seek to understand those differences, and find ways to utilize the differences as we seek to protect our earned benefits and remain a strong, viable organization.

One Native American has served as Vice President of the United States. **Charles Curtis** of Kansas was President Herbert Hoover's Vice President. Curtis' mother was a full-blooded member of the Kaw Tribe.

**Secretary – Vic Rohret**

**Hello NARFE Family!**

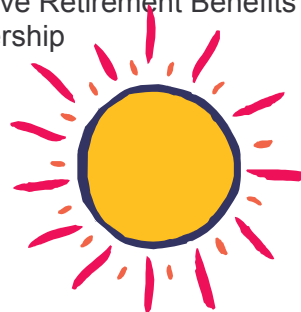
Are you a “silent supporter” or an “animated activist”? Just as in life, NARFE has all kinds. The next time someone asks you, “What is NARFE and what does it do?” You can give them a quick answer with:

**The ABC’s of NARFE**

Active for Action  
Benevolence  
Contribution of Time, Talent and Funds  
Dependable  
Energy! High or Low... we need what you can spare  
Fun! Remember your last convention or barbeque  
Government Employees – Retired or Active  
House of Representatives – needs to be lobbied  
Information on Retirement and Estate Planning  
Jobs for Volunteers  
Kids at Heart  
Legislative Training Rally  
Mature Leaders

Nearby Meetings and Members  
Only Organization fighting for All Federal Retirees  
Participation is Key  
Quick to Help  
Recruitment is Vital  
Support your local Chapter  
Training for Retirement and other of Life’s Events  
United States Government Agencies  
Value-added discounts for NARFE Members  
Working to Preserve Retirement Benefits  
X-ceptional Leadership  
You’re a leader...  
Zest - get Active!

*HAPPY SPRING!*



**Treasurer – Rex Tauscher**

Reminders for Chapter Treasurer’s and Presidents:

Liability Insurance is due to National HQ by June 16, 2006. To obtain this coverage your payment must reach NARFE National before the due date. They will not accept late payments. Chapter President’s will receive the notice for the insurance coverage.

Per Capita Tax for the 1<sup>st</sup> quarter ending March 31, 2006 is due no later than April 30, 2006. Chapter per capita tax must be paid up-to-date on the first day of the State Convention, which is 16 May 2006, in order for the delegates to be eligible to vote.

Dedicated Funds Accounts for advance funds paid to chapters by National for multi year members. There are 2,077 multi year memberships in Washington State chapters, 1,014 are three-year memberships and 1,063 are two-year memberships for a total of 23% of the members in the state. Dues payments are made to each chapter when they are collected and show up on your chapter dues activity report (A-220) each month. The method of accounting for these advance funds is up to the individual chapters. The above multi year member information was taken from the March Membership Summary Report (M-110).

Federation Dedicated Funds include 10% funds from National and Per Capita Tax assessments from all chapters. You will note that the financial report included, shows a current balance of \$6,694.19 and that interest bearing CDs in the amount of \$6,200.00 have been obtained, removing the most of the dedicated fund from our general account.



**(\*) Note:** A copy of the Proposed WSFC Budget for 2006-2007 is provided for your information. Convention delegates should review this proposal and become familiar with its contents, before the convention.

There's no one more special than a mom. And no mom's more special than you!

*HAPPY MOTHER'S DAY!*



### **District I Vice President – Bob Elmore**

Walla Walla Chapter 237 has signed a contract with the Marcus Whitman Hotel, to host the WSFC Convention, May 19, 20, 21, 2008. They have negotiated room prices, which will be at government per diem rates in effect in 2008. President Teri Sannar and Vice President Ann B. Good have been meeting with Tri Cities chapter to gain a perspective on accommodations, needs and incidentals.

Judy Olsen, representative from Senator Patty Murray's office, will be in Walla Walla on March 9 to answer questions from those who are having problems with their federal benefits. They have also committed one person to go to that meeting to meet with a representative from Congresswoman Cathy McMorris office.

### **District II Vice President – Evelyn Wellington**

#### **Federal Employee Group Life Insurance (FEGLI)**

How many NARFE members are aware that Federal Employee Group Life Insurance (FEGLI) benefits paid upon death, may be deposited in a Money Market Account, rather than paid out to the named beneficiaries? Now isn't that special!

I carried my FEGLI policy into retirement. I find it objectionable that the Federal Government will receive my life insurance proceeds before the named beneficiaries (my children). This is an unnecessary burden on the survivor(s) especially at this time of sorrow. I contacted OPM requesting the name of the Insurance Company and a copy of the group policy so that I may research the possibilities.

What I received was a pamphlet personalized and customized to my retirement information. I appreciate the summary of information contained in the pamphlet. However, it does not address my concern. I will be researching this topic in the very near future! More information on how FEGLI funds are distributed after death can be found on the OPM website at <http://www.opm.gov/insure/life/handbook/claims2>

FEGLI death benefits are paid as follows:

#### **Payments of Less Than \$5,000**

Beneficiaries receiving less than \$5,000 will receive a single check for the entire amount.

#### **Payments of \$5,000 or More**

Beneficiaries receiving \$5,000 or more will automatically receive a money market account checkbook. The FEGLI proceeds will begin earning interest immediately upon establishment of the account. Beneficiaries may write checks for \$250 or more, up to the full amount in the account as soon as they receive their checkbook. The Office of Federal Employees' Group Life Insurance will provide beneficiaries with detailed information when their accounts are established.

### **District III Vice President – Jo Rice**

As I write this, I am preparing for the District III Workshop. The "theme" this year is "Leadership". Most chapters in District III have had difficulty getting new people to accept leadership roles. The same officers pick up the gauntlet year after year – and eventually experience burnout. Kelso-Longview

Spokane Chapter 32 and Colville Chapter 1247 plan to visit the Spokane offices of Senators Maria Cantwell and Patty Murray and Congresswoman Cathy McMorris on March 13. Gerald Pechin will represent the Colville Chapter along with six persons from the Spokane Chapter.

In February, Chapter 32 hosted a meeting on Goals and Objectives, to see where our chapter is headed for the future. This all-day meeting, which was facilitated by Clark Crouch from Chapter 1192, was a great success. Many of the objectives brought up at the meeting gives us ways to look at opportunities for the future.

The District I Workshop will be held on March 30, at Spokane Falls Community College in Spokane. Approximately thirty members have signed up for this event.

Chapter nearly folded early in the fiscal year, but thanks to veteran members agreeing to accept leadership roles yet again, it is now thriving. Puyallup Chapter is not active; they haven't met since July 2005. But again, a veteran leader has stepped up to try to save this chapter. I hope some Puyallup members will recognize the importance of having a

local chapter and agree to accept an office and get this chapter running again. A letter has been sent to every chapter member outlining the options.

Even the larger chapters have difficulty recruiting new leaders. Why is this? I don't know. The jobs take a little time - some a bit more than others, but none of them consume a huge amount of time or effort. But when one individual must wear two, three, or more "hats", then it does become very time-consuming. And that member, too, will eventually say "No more". This newsletter is mailed to chapter officers and chairs; so I am preaching to the choir. You are the leaders. And I would guess, most of you have been serving in one or more positions for several years. Look around at your newer members. Try to get them more involved in your chapter operations. Mentor them. We must train new leaders if we are to survive.

For personal and family reasons, I decided not to seek re-election to a Federation office this year. But, I will continue to serve NARFE at the chapter level. I will greatly miss working with members from the other chapters and the Federation, but now there is room for a new person to step up and serve the Federation and bring new ideas to the board.

#### **District IV Vice President – Michael Kaaland**

The District workshop conducted on March 9<sup>th</sup> at the Sons of Norway Oslo, Bremerton went very well. After opening remarks by Chapter 181 President George Eads and Pledge of Allegiance, attendees were divided into groups of two, to get to know each other. They were to introduce each other to the group and identify what they expected out of the workshop. Half way thought this process Lanny Ross was given an opportunity to speak, as he had to leave early to attend a pre-retirement seminar in Seattle. He listed the three very important topics to be brought up at the National Convention in September:

- Mandatory Chapter Membership
- Unified Dues
- Bylaw Changes.

Items identified for the workshop were:

Better Chapter internal communication.

Everyone should fill out a F-100 and have it available for family.

Why can't we get more CFE & RFE interested in NARFE.

Focus on retention and recruiting.

PR – Announce information about NARFE that is exciting.

And now, since I am completing this article after the workshop, I am happy to announce the newly elected WSFC District III Vice President for 2006/2007 is **Autie Bergman of Kelso-Longview Chapter 1070**. Autie is an energetic, highly motivated leader. She was the driving force that helped revive her chapter. District III will benefit greatly from her knowledge and enthusiasm. Thank you, Autie. Twenty-six members attended the workshop and gained some valuable insight on leadership from a panel of four current and former federation presidents – Dwight Pace, Natalie Leath, Dave Seesholtz, and Tom Brown (California Federation). Region IX NFVP Lanny Ross gave the national update (and his latest jokes). I sincerely thank individuals and all the members attending that made this workshop a success. It was great to hear all the questions and feedback.

I also want to thank all of you who have supported me during my eight years on the Federation Executive Committee. It has been a very rewarding time and I have enjoyed it immensely. Do stay in touch. I'll see you at the Tri-Cities convention and future WSFC conventions.



Don Palmer provided an update on the Alzheimer program and Megan Winans gave an update on the Service Center. The election of District IV Vice President was tabled until after the WSFC Convention as no one was nominated. Joyce and I will be selling our home here in Port Orchard and moving out of the Peninsula area this summer. Thus, I have declined to accept the position for the upcoming year.

Two workshops were conducted in the afternoon, Megan Winans on Service Officer Duties and Sam Cagle on Public Relations.

Quality review comments included:

Good workshop.

Should have more intensive legislative discussion with a Representative spokesperson as speaker.

Distinct IV should make a bigger effort to attend all the health fairs in our area.

Chapter 1006 is canvassing the Federal agencies in the Port Angeles area to determine if there is a need for another pre-retirement seminar. As of March 1, Lois and Bud Shaw have resigned their duties as Membership and Program chairpersons after 11 years of service. Their expertise will be greatly missed.

Chapter 181 reports that their Alzheimer's donations for 2005-2006 exceed \$5800. The 2007 WSFC convention chairpersons are Amber VanSantford and Donald Palmer. Several members from Chapters 181 and 888 volunteer for the AARP Tax Aid program. Joyce and I spend 18 hrs a week

for the 11 weeks between Feb. 1<sup>st</sup> and April 15<sup>th</sup> with one other volunteer and have already done over 350 tax returns. Recruiters of 7 or more new NARFE members are Lanny Ross, Chapter 181 with 10 and Lois Shaw, Chapter 1006 with 8.

**District V Vice President – Marvin Nelson**

The quarterly News for NARFE Leaders, January 2006, has a front-page story entitled "The Timing is Right to Make Changes", by National Secretary David Sullivan. The twelve-page newsletter is entitled "Special Report". I would encourage all chapter leaders to share this report with their chapter members. In 1996, national NARFE membership was 450,000. In 2005, membership is at 350,000. Every member needs to be concerned about membership. Pages nine and eleven of the Quarterly News has a report from Legislative Director Judy Park and Legislative Assistant Chris Farrell. This information should concern all active and retired federal employees. Share this information in your chapters.

The District V Workshop will be held on Wednesday, April 19, 2006 at the Shiloh Inn, Richland WA. At 50 Comstock Street. Chapter management will be the focus. See you at the Washington Federation Convention, May 16-18, at the Shiloh Inn, Richland.

**FEHB Health Fairs – Natalie Leath**

2006 FEHB Open Season Health Fair scheduling has begun. If you are a chapter with a regular attendance of 20 or more members at monthly meetings, contact me to schedule a chapter health fair. All NARFE chapters will receive a copy of the final FEHB health fair calendar of events. Chapter members should then attend an agency health fair in close proximity.

**Membership Chair – Lois Pace**

**VALUES AND MEMBERSHIP**

Membership chairs everywhere are struggling with the question, how do we appeal to current federal employees to join and to participate in NARFE? Perhaps looking at the values differences in the generations will offer some clues.

Differences between generations are more than just distinct ways of viewing things or solutions to problems. They are gut-level differences in the values that influence a person's beliefs, emotions, and preferences.

Values collide when members of different generations work together. Most of us who participate in chapter activities come from a different era than the Baby Boomers, Generation X'ers, and Nex'ters or Generation Y'ers. We are the "Traditionalists." We're all in the 65 or older group. Boomers, born between 1947-1965, make up the largest percentage of the US population today, followed by the Generation Xers (born between 1966 and 1977) and Generation Yers (born between 1978 and 1995. As we understand the value system

**WSFC Service Officer – Gene Owen**

Service officers can help increase NARFE's spousal membership numbers. Although spousal membership is often a "hard sell", I believe we have a duty to strongly encourage non-member spouses to join. By increasing spousal membership by 10% service wide, we could help offset our overall declining membership, and at the same time, increase our pool of potential leaders at the chapter level. Many of these spouses are familiar with NARFE and have skills we could use, but will continue to sit on the sidelines without membership.

The additional cost of dues incurred by a two member family should be sold by service officers as "money well spent to keep NARFE strong."

Also a reminder to all service centers. Keep your phone log or "tally sheets" current with the contacts you make. If anyone needs additional tally sheets (NARFE Region IX, form 2), I have copies to mail to you.

**NARFEnet – Jo Rice, Coordinator**

If you want to remain on the NARFEnet, send your change of email address to me. More than one bounced email message will remove you from the net.



shared by these generational groups then we can better understand their diverse beliefs and behaviors. We may not agree with the different values but we can strive to understand their mind-sets if we are to work together.

What are some of the values differences, and how can we reach across generational lines to involve all generations? First, it is not easy. But it is essential that we try. In this issue we will look at the Traditionalists and Baby Boomers and will follow in the next issue with a look at the Gen-Xers and Gen-Yers.

Traditionalists value...

- Privacy—the silent, private generation and do not easily share their inner thoughts.
- Hard work—believe in paying their dues; don't want others to waste their time.
- Trust—his word is his/her bond.
- Formality—Prefer more formal dress, more formal communication style, and organizational structures.
- Authority—respects authority.
- Things—The pack rat generation. Love their “stuff.” They remember going without.

Baby Boomers represent the children of WWII veterans. They did not go through economically hard times as their parents did. The beginning of the “Me” decade.

Baby Boomers value...

- Competition—Boomers value peer competition; may be seen as egocentric.
- Change—Boomers thrive for possibilities and constant change
- Hard work—Boomers started the “workaholic” trend. They value the hard work because they view it as necessary for moving to the next level of success; Traditionalists work hard because they feel it is the right thing to do.
- Success—committed to climbing the ladder of success.
- Anti Rules and Regulations—they don't appreciate rules for the sake of having rules; will challenge the system.
- Inclusion—will accept people on an equal basis as long as they can perform to their standards.
- Will Fight for a Cause—while they don't like problems, if given a cause, they will fight for it.

So what does all this have to do with Membership? The future of NARFE depends on today's active members—Traditionalists—attracting and involving the Baby Boomers, Gen-Xers and Gen-Yers. We must interact with them in ways that recognize the generational differences. Here are some things to keep in mind:

- Speak in an open, direct style.
- Answer questions thoroughly and expect to be pressed for the details. Present options to demonstrate flexibility in your thinking.
- Present a clear picture of our “cause”—why they need NARFE and NARFE needs them.
- Build on the theme of teamwork, of working together to achieve the goals.

With this simplified overview of characteristics and differences of Traditionalists and Boomers, we hasten to add that these are generalizations; these traits are not found in every individual born in that era. Yet in recognizing and seeking to understand the differences, we are better able to reach across those generational lines—to the benefit of all.

Being a good father is like taking a successful photo .....  
You've got to stay focused and take your best shot.

*Happy Father's Day!*



**NARFE-Pac – Paul Shell**  
**NARFE-PAC MONTH**  
**Give For a Safer Retirement**

We have a sound retirement system and a model health insurance program. It will be under siege to pay for Katrina and the deficit but we must make sure our benefits change only for the better.

Over the past two decades, NARFE-PAC has allowed NARFE members to pool their political resources on behalf of Senate and House candidates. This is where you come in.

Before funds are paid to a requesting politician, I receive notice from National that he/she is requesting funds. The affected chapter(s) NARFE-PAC chair (or the President if there is none) is asked for input as to whether or not to support that person. I will give a time line and, if no response from the chapter(s), I will do my best to research the issue and respond to National. So, please do your utmost to respond timely.

**Nominating Committee Chair – Carl Gallion**

Leadership is the engine that drives an organization. What can we do without it? Without Leadership, no organization can maintain itself. Nominations for WSFC Officer positions are now being accepted. We need you to step up and run for an office within the Federation. Contact any member of the nominating committee below to submit your "Letter of Intent" for office. So far, candidate "Letters of Intent" for office have been received from Dale Brighton for Vice President, Evelyn Wellington for Vice President, Rex Tauscher for Treasurer and Vic Rohret for Secretary. Nominations, from the floor, will also be accepted at the May Federation Convention in Richland.

The 2006 Federation Nominating Committee

1. Carl Gallion, #1192, 509-967-9161, [cbgallion@aol.com](mailto:cbgallion@aol.com)
2. Loretia Cornette, #236, 360-456-8558, [johncornette@hotmail.com](mailto:johncornette@hotmail.com)
3. Mike Ferri, #181, 360-653-2342, [Michael\\_ferri@msn.com](mailto:Michael_ferri@msn.com)
4. Mike Kaaland, #888, 360-871-3002, [kaaland4648@wavecable.com](mailto:kaaland4648@wavecable.com)
5. Bill Powers, #181, 360-377-7197, [powersw@silverlink.net](mailto:powersw@silverlink.net)

**National Legislative Chair – Natalie Leath**

**NARFE TROUBLED BY PLAN TO REDUCE FEHBP BY \$3.4 BILLION**

Charles L. Fallis, President of the National Active and retired Federal Employees Association (NARFE), expressed concern today about a proposal in the President's fiscal year (FY) 2007 budget that would reduce spending in the Federal Employees Health Benefits Program (FEHBP) by \$3.4 billion over ten years.

The cost savings appear to be related to the Administration's plan to "...identify options for increasing price competition among the health plans offered to federal employees and retirees..." (Budget

March was designated as NARFE-PAC month and we asked that members donate as much as they could, during this annual push. But that does not mean you cannot give at any time. For a mere \$15, a donor will receive a special pin that can be proudly displayed showing support. I have lots of pins, so, ask and ye shall receive.

During this reporting period, 6,666 members gave \$158,095.90. Region 9 members gave \$11,394.00. Washington chapter members gave \$5,983.00. Individual chapter donation amounts are available, upon request. Lastly, please keep me informed if you have a change in NARFE-PAC chairs. I will need the name, home address, phone number and especially e-mail address.

Legislators receiving NARFE-PAC funds during this disbursement period are: Jay Inslee (1<sup>st</sup>), 9/27/05 \$1000; Rick Larsen (2<sup>nd</sup>), 9/27/05 and 11/23/05 \$2000; Norm Dicks (6<sup>th</sup>), 6/29/05, \$1000; and Jim McDermott (7<sup>th</sup>), 9/27/05, \$1000.

of the United States Government: Appendix FY 2007, page 1081).

"We are troubled that 'increased price competition' could be code words for driving federal workers and retirees into the most basic and least comprehensive plans, forcing us to pay more out-of-pocket costs," said Fallis. "It is no accident that health care policy experts believe the competition and choice available in the FEHBP makes it the best employer-sponsored health insurance system in the nation. It would be a shame if the current market forces in the program

were undermined by stacking the deck in favor of one particular type of plan.”

NARFE is aware of the Treasury’s move to borrow money from the G-Fund. Here is an excerpt from the Legislative Hotline, which explains the situation;

Congressional failure to raise the statutory debt limit has prompted the Department of Treasury to take action to avoid default. As reported by the *Wall Street Journal* and other newspapers, Treasury Secretary John Snow has determined that portions of the monies in the G Fund cannot be reinvested in Treasury securities because to do so would exceed the present Federal debt limit. Even more extreme action could occur if Congress does not heed the Treasury’s advice to raise the debt ceiling. However, the law (P.L. 100-43) requires all Thrift Savings Plan investors to be made whole as soon as the crisis is resolved. The Thrift Savings Plan’s web site has more information at <http://www.tsp.gov/curinfo/20060216gfund.html>

including a URL for a four-page Congressional Research Service memo.

While NARFE does not believe it is right for the government to have the ability to borrow from the federal employees’ funds, this has happened before and the sum is always made whole in the fund from which it was borrowed. NARFE helped ensure that the statutory language ensuring that these funds are made whole again was included in legislation.

Congress raised the debt ceiling on March President Bush will sign legislation raising the statutory debt limit by \$781 billion as soon as it is presented to the White House. The Senate passed the legislation, House Joint Resolution 47 ) by a vote of 52 to 48 on March 16. As soon as it is signed, the Treasury must, by law, make whole the monies disinvested in the Thrift Savings Plan and Civil Service Retirement and Disability Fund. <http://thomas.loc.gov/cgi-bin/bdquery/z?d109:HJ00047:@@L&summ2=m&>

**LOBBY WEEK:** How successful was your visit to your congressional office during NARFE Lobby Week, March 20-24? Were you prepared with NARFE talking points? On the NARFE home page, you can download NARFE talking points to take with you when you visit your Member of Congress. You should read this material and be informed before you go to the office. The top four issues NARFE is still concerned about are:

1. **Firm opposition to any cuts or delays in our current benefits.**
2. Bringing new Health Savings Accounts (HSA's) into the FEHBP
3. Continued support for Premium Conversion for retirees
4. Continued support for repeal or reform of GPO and WEP

When you visit your member of Congress, take a copy of the talking points with you to discuss with them. **Dave Reichert (R-8th-WA); Cathy McMorris (R-5th-WA); and Brian Baird (D-3rd-WA)**, so far have not co-sponsored Premium Conversion Legislation. If you are a constituent in one of these

districts, please ask your representative to co-sponsor this legislation. When you visit, take 2 or 3 NARFE members with you. Please report any successes to the NARFE legislative department by telephone or email to [leg@narfe.org](mailto:leg@narfe.org)

### **Public Relations Chair / Webmaster – Sam Cagle**

PR Plans. The annual call for Public Relations Plans from the chapters will be in the hands of Chapter Presidents and Chapter Public Relations Chairs before early April. Please take the time to plan for your chapter’s public relations activities and request the resources you need to make them happen.

While the federation public relations matching funds are quite limited (about \$1,000) each request will be reviewed and supported as possible. In some cases, if chapter plans warrant, we will assist in

forwarding requests to NARFE for possible national public relations matching funds.

In the meantime, a number of supportive activities are possible without funding, including news releases, interviews, displays, speeches, posters and flyers. They will all be discussed in detail on the [www.NARFEWA.org](http://www.NARFEWA.org) web site.

Be sure to have a regular process in place to release information on Chapter activities and meetings in your local media. Typically, a chapter’s area is covered by several daily and weekly newspapers, as well as a few local radio stations and possibly local commercial or public access television stations. A number of federal installations and

organizations also publish regular newsletters or newspapers as well. If the Chapter Public Relations chair or committee member handling it has access to the Internet, the process can be quick and relatively painless. Some homework is required up front. Most local media are now able to take releases and announcements electronically. Learn what those methods are for each and write them down. Links to all Washington print and broadcast media are

available in the Public Relations section of the WSFC web site, [www.narfewa.org](http://www.narfewa.org). If you have any questions on the process, contact me at 360-456-8509 or [caglels@comcast.net](mailto:caglels@comcast.net).

Postal Conventions. We expect to have a NARFE presence at three state and regional postal conferences in May and June. Names of potential members will be passed to the appropriate chapters and NARFE. We are always looking for events where the bulk of the attendees are current or retired federal employees. If you become aware of such an event, pass it on.

Health Fairs. The preliminary schedule for this fall's health fairs is being developed. More than 100 fairs will be scheduled for the FEHBP Open Season in 2006. Health Fairs are one of the most effective means of reaching current federal employees and retirees with NARFE information and recruiting materials. Last year, chapter volunteers went face to face with several thousand CFE's at agency health fairs. Chapters should be planning now to actively participate with displays and literature. This will require advance chapter coordination with agencies, with me for display support, and with NARFE for recruiting materials.

Displays. The Federation now has a new ZAP display unit for use by Washington chapters at special events, health fairs and pre-retirement seminars. This

brightly colored 6" pull-up display can be used in conjunction with, or separate from the existing tabletop displays. Chapters can reserve a display by contacting me e-mail or in writing.

### State Legislative Chair – Allen Driemeier

Senior Lobby Day was held on the 15<sup>th</sup> of February at state capital in the newly remodeled Columbia Room. Over 200 seniors from various senior organizations through out the state filled the room to near capacity. Governor Gregoire spoke to the Lobby and then legislative leaders were briefed on the top Lobby key issues: State Budget, Health and Long Term Care and Tax Reform. Lobby Day was a complete success and plans are being made for the 2007 Lobby Day scheduled for Valentines Day next year.

At this writing Congress is in the process of finalizing the budget. The Lobby legislative goals are based around the funding of the Eldercare Alliance supplemental budget request. The Eldercare Alliance is composed of the Alzheimer's Association of Western and Central Washington, ElderHealth Northwest, the Long Term Care Ombudsman Program, the Resident Councils of Washington, the Washington Adult Day Services Association, and the Washington Association of Area Agencies on Aging. Their request consists of various senior services amounting to \$3.8 million of which \$2 million is already in the budget. With a current tax cut of \$55million proposed it is hare to believe congress will not fund an additional \$1million for needed senior services. The Lobby is sending a letter to all congressmen requesting their support.

### SHIBA

Check out the SHIBA Help Line at [http://www.insurance.wa.gov/consumers/Shiba\\_HelpLine/dirdefault.asp](http://www.insurance.wa.gov/consumers/Shiba_HelpLine/dirdefault.asp)

### Washington creates drug discount card for all state residents

(OLYMPIA) – The state of Washington has announced a new drug discount card available to any state resident. The card will reduce costs between 15 and 25 percent for prescription drugs not covered by insurance. The Rx Washington Card provides discounts at most mail order and retail pharmacies across the state. The annual membership fee is \$10 per person.

“The new Rx Washington Card will provide an additional resource for Washington residents who **do not have prescription drug insurance**. It may also provide discounts on medications that are not covered by their existing insurance,” said Duane Thurman, director of the state’s Prescription Drug Program. “Many insurance or discount programs, including the new Medicare drug program, do not cover every single prescription.” Those interested in receiving an application for the program should call 1-800-227-5255 or go online at [www.rx.wa.gov](http://www.rx.wa.gov).

While this might be good news for many State of Washington residents, it is important to understand that this program is **NOT** a viable substitute for enrolling in Medicare Part D. This program is NOT creditable coverage, although it could be useful for Medicare Part D enrollees.

## **PAY-BANDING: THE TSUNAMI OF FEDERAL GOVERNMENT EMPLOYEE PAY**

- **What it is**

The Bush administration has drafted a bill known as **pay banding** that would abolish the General Schedule (GS) that covers about 1.8 million federal employees, by 2010. They contend that the GS system gives too much weight to length of service and not to job performance.

Pay banding, also known as grade banding, involves the consolidation of a large number of pay grades into a 5 broad bands (or salary ranges) to simplify job classification and broaden pay ranges. This new system is called the National Security Personnel System (NSPS). The new system was scheduled to start in April of 2006 for some, later for others.

- **UPDATE! UPDATE! UPDATE!**

### **Collective Bargaining Hurt, Judge Says**

By Christopher Lee, Washington Post Staff Writer  
Tuesday, February 28, 2006; A01

A federal judge has blocked the Defense Department from implementing much of its new personnel system yesterday, handing the Bush administration a major setback in its efforts to streamline work rules and install pay-for-performance systems in federal workplaces.

In a 77-page decision, U.S. District Judge Emmet G. Sullivan ruled that the Pentagon's National Security Personnel System (NSPS) fails to ensure collective bargaining rights, does not provide an independent third-party review of labor relations decisions and would leave employees without a fair process for appealing disciplinary actions.

"Taken as a whole, the design of these regulations appears to rest on the mistaken premise that Congress intended flexibility to trump collective bargaining rights," wrote Sullivan, who noted that the new regulations "entirely eviscerate collective bargaining." The ruling marked the second time in six months that a federal judge has stiff-armed the Bush

Administration in its ambitious plans to rewrite federal personnel rules to curtail the power of labor unions, more strongly tie pay raises to job performance, and make it easier to hire, promote and discipline federal employees.

The two court decisions mean the new systems at Defense and the Department of Homeland Security -- each more than two years in the making, and affecting nearly 800,000 civilian employees -- appear destined either for lengthy court appeals or time-consuming revisions. Also in limbo are the administration's plans to overhaul federal pay at agencies government-wide.

## **“Procrastination Is The Thief of Opportunity”**

### **MEMORY WELLNESS PROGRAM**

Dr. Stennis Watson directs the Memory Wellness Program, which in conjunction with the VA Puget Sound Health Care System and the University Of Washington Department of Psychiatry and Behavioral Sciences is looking, to better understand Alzheimer's disease. Their mission is to provide professional consultation for memory problems, as well as to conduct research aimed at understanding why some older adults have healthy memories while others have a significant memory loss.

They provide consultations to persons who are concerned about their memory. Based on initial consultations, they may offer a formal memory evaluation, or they may make referrals for services they do not provide. Memory evaluations are tailored

to meet the needs of an individual, and they may range from brief to extensive. When warranted, memory evaluations may also include a medical exam. Their services are provided without cost.

Research participants receive free memory evaluations and up to \$500.00 for their participation. They are seeking older men and women with and without memory problems. For more information contact:

#### The Memory Wellness Program

Tacoma/South Sound 1-866-638-8813 or  
1-253-583-2033 (Karen Hyde, RN)  
Seattle/North Sound 1-888-291-7316 or  
1-206-764-2809 (Donna Davis, RN)

## In Praise of Withholding

As years slip past with growing speed,  
Though otherwise I grow more slow,  
It seems so strange a date to read  
And think, was that now years ago?  
Convention time has come once more,  
It seems like yesterday, you know,  
Our delegates were on the floor  
Their memories to tell and show.

At least one thing I've found is true,  
I'm on withholding, that saves pain,  
I don't when annual dues come due  
Cry, "It just can't be that time again!"  
Since they're deducted all year through  
As months fly by like falling rain,  
I'm never shocked at how time flies  
To bring about dues time again.

Irene Payne  
NARFE Chapter 236  
Poet Laureate

## Special Dates

April 2 – Daylight Saving Time Begins  
April 9 – Palm Sunday  
April 13 – Passover  
April 14 – Good Friday  
April 16 – Easter  
May 1 – **DEADLINE for NARFE Scholarship Applications**  
May 14 – Mother's Day  
May 15-18 – Federation Convention  
May 20 - Armed Forces Day  
May 29 – Memorial Day  
June 14 – Flag Day  
June 18 – Father's Day  
June 21 – First day of summer

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## WSFC Treasurer's Report

I. BEGINNING BALANCE IN THE GENERAL FUND FOR 2005 –2006 AS OF 1JANUARY 2006 \$28,610.61

CASH RECEIPTS FOR THE PERIOD 1/1/2006 – 2/28/2006

10% FUNDS (2005-2006)	\$3,093.27
PER CAPITA TAX (2005-2006)	\$2,551.40
PRIOR YEARS DEDICATED DUE TO GENERAL	\$1,161.09
OTHER INCOME – INTEREST ON DEDICATED ACCOUNT CDs	\$22.03

TOTAL CASH RECEIPTS FOR THE PERIOD OF 1 JANUARY 2006 – 28 FEBRUARY 2006 \$6,827.79

TOTAL CASH AVAILABLE IN CHECKING FOR 2005-2006 AS OF 28 FEBRUARY 2006.....\$35,438.40

CASH DISBURSEMENTS FOR PERIOD;

PRESIDENTS EXPENSE	\$7.26
VICE PRESIDENTS EXPS	\$36.92
SECRETARY EXPS	\$181.07
DIST I VICE PRESIDENT EXPS	\$72.75
DIST II VICE PRESIDENT EXPS	\$369.80
MEMBERSHIP CHAIR EXPS	\$48.80
STATE LEGISLATIVE CHAIR EXPS	\$34.44
EXECUTIVE COMMITTEE EXPS	\$1,753.55
OFFICE /MISC. EXPS	\$932.59
MEMBERSHIP RECRUITMENT EXP	\$843.39
PUBLIC RELATIONS PLANS/PROGRAMS	\$59.73
SERVICE CENTERS	\$57.25
FEDERAL REPORTER	\$403.55
PROGRAM CONTINGENCIES	\$371.00
NARFE-PAC	\$19.55

TOTAL DISBURSEMENTS FOR THE PERIOD 1 JANUARY 2006 – 28 FEBRUARY 2006 (\$5,191.65)

ENDING BALANCE IN ACCOUNT FOR 2005-2006 AS OF 28 FEBRUARY 2006 \$30,246.75

II. BEGINNING BALANCE IN DEDICATED FUNDS AS OF 1 JULY 2005

### SUMMARY OF THE DEDICATED FUNDS

DATE	ACCOUNT YEAR	BEGINNING DEDICATED BALANCE	CASH RECEIVED JUL-FEB 06	FUNDS PRIOR YEAR TO GENERAL	ENDING BALANCE 28 FEB 06
7/1/2005	2005-2006	\$4,059.48	\$0.00	(\$2,747.58)	\$1,311.90
7/1/2005	2006-2007	\$1,999.34	\$2,389.96	\$0.00	\$4,389.30
7/1/2005	2007-2008	\$0.00	\$992.99	\$0.00	\$992.99

TOTAL IN DEDICATED FUNDS AS OF 28 FEBRUARY 2006 \$6,694.19

CERTIFICATE OF DEPOSIT 6 MONTH \$2,000.00; 12 MONTH \$3,000.00 & 18 MONTH \$1,000.00

SAVINGS ACCOUNT \$200.00 (Required to permit on line banking access)

TOTAL IN SEPARATE DEPOSIT ACCOUNTS..... \$6,200.00

INTEREST ON ACCOUNTS FROM 1/24/2006 –2/28/2006(INTEREST MOVED TO GENERAL ACCOUNT) \$22.03

AMOUNT OF DEDICATED FUNDS REMAINING IN GENERAL ACCOUNT 2/28/2006..... \$472.16

TOTAL IN CHECKING (GENERAL AND RETAINED DEDICATED FUNDS) AS OF 28 FEB 2006 \$30,718.91

GRAND TOTAL ALL ACCOUNTS (GENERAL AND CDs).....\$36,918.91

Prepared: 03/06/2006



*After eating an entire bull, a mountain lion felt so good he started roaring. He kept it up until a hunter came along and shot him. The moral: When you're full of bull, keep your mouth shut.*

