

A PUBLICATION
OF THE
TENNESSEE
FEDERATION OF
CHAPTERS

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TENNESSEE FEDERATION NEWS

News of Interest to Active and Retired Federal Employees

November 2009

Presidents meeting agenda discussed

In July, I attended the presidents meeting in Grand Rapids, Mich. This was a meeting of federation presidents from all across the country. Talks were given by various speakers. Dan Adcock, our national legislative chairperson, gave a very good PowerPoint presentation on the pending health care reform bill. This legislation is constantly changing. Our Federal Employee Health Benefit plan is exempt from this legislation for five years. We will have to wait for more details if and when this legislation is signed off by President Obama. I wish more of our members could hear Dan Adcock. If so, a lot of our membership problems would go away.

We have very good people working for us at NARFE headquarters. Our annual membership fee is a bargain based upon the return we receive. Dan Adcock and others do a very good job in working with Congress in an effort to protect our earned benefits. We could not do this alone or on an individual basis. The remainder of the talks at the presidents meeting were directed to the federation presidents on how we should be doing a better job and looking for ways to improve. One major benefit coming from this type of meeting is you get to talk with other federation presidents to see what they are doing in their part of the country and if these same ideas will work here in Tennessee. The major worry on the mind of all federation presidents is the continual decline in our NARFE membership.

All of our chapter presidents are en-

couraged to look at the monthly M-112 and identify those members who are receiving second notices or dropped their membership. The presidents or someone in the chapter are encouraged to call or write that member and ask they return. It is the "lapsed members" which is the primary reason our membership base is declining. If they would only keep their membership current, then our membership numbers would increase.

We are establishing a new position on the federation board and that is one of public relations chairperson. We are asking for help from our chapter members to identify the right person for this job. We are all volunteers. There is no pay. However, this person would be reimbursed all of their out-of-pocket expenses along with their expenses in attending our NARFE state convention. This person will receive all necessary training. The efforts of this person could be a big help to us in obtaining new members and putting a face on NARFE in the community.

In closing, let me thank all of you for your hard work. A day does not go by when I do not feel humbled by the work of our members, chapter and federation officers. As always, let me know if I can be of help.

- Carey Frazier
Tennessee Federation President
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Working Together — We Can Make a Difference



Our organization faces and will face many challenges and I would like to share some of my thoughts with you:

I would first like to discuss what I believe is a major problem in our organization and in other organizations.

I'm sure, if asked, you would probably say that the major problem with NARFE is our 'failure' to pass certain legislation. Getting legislation passed isn't the major problem; it is only one of the symptoms of the problem.

You might say that the problem is our failure to recruit and/or retain members. Again, that isn't the major problem, that too is a symptom of the problem.

If legislation and/or recruiting/retention are not the major problem, than you will probably ask the next question, namely, "What is our major problem?"

The major problem with NARFE and other similar type organizations is our failure to properly and adequately "communicate." The communications upward, downward and sideways is the problem.

If we look at what we are trying to accomplish, namely, to persuade Congress to pass favorable legislation, you will see that our members are not effectively communicating with their congressmen. If all of our 314,000 members contacted their congressmen to request their support for certain legislation, do you think the congressmen would ignore these requests? Is this failure on our part a lack of "communications?"

There are approximately 5 million AFE's, retirees and spouses who are eligible to join NARFE. How many of these potential members have ever heard about NARFE? How many of these potential members have been approached to join NARFE? How many of these potential members know what NARFE's mission or purpose is? Is this failure to educate

these potential members a lack of "communications?"

Every month we lose more and more members who intentionally drop their membership. Why are they dropping their membership instead of supporting the 'only organization whose sole purpose' is to protect their earned benefits and to fight for their present and/or future benefits? What member would drop a membership in an organization that is working for them and/or protecting their earned benefits? Do we drop our personal insurance because we have not had a house fire or had an accident, or do we keep our insurance because they are there to 'protect us' when we need it the most? Most of the members who decide to drop their membership do not attend chapter meetings where they would hear what NARFE is doing for them – assuming that the chapters are effectively communicating this type of information. Are these members dropping their membership because we have failed to effectively "communicate" with them?

I believe that once we improve our communications, our organization will grow and become more effective. Communications is the fundamental foundation on which our organization will succeed. Let's all work together to improve the lines of "communications" within NARFE and with our coalition partners and Congress.

- Joseph A. Beaudoin
NARFE National Vice President



*The delegate form
for the April 2010
Federation Convention
will appear in the
next newsletter.*



NARFE's first annual Grassroots Advocacy Month a success

The first "NARFE Grassroots Advocacy Month" is over. A big "thank you" goes out to all the district officers, federation officers, and many other chapter members who took the initiative, contacted their congressman or senator, and made the plans that made the former "Lobby Month" a success. Some of the meetings were a lot more successful than others, but that is always going to be the case when we are working with the many different ideas on today's issues. We made contact with all of our representatives, presented our talking points for improvements, and at least let them know we are still around looking to protect what we have. We had many of our members attend town hall meetings voicing our concern that our health care not be affected by new legislation. There is no indication from any proposals so far that FEHBP will be changed. Our legislative department is watching this closely.

Speaking of our legislative department, if you have had the opportunity of working with them, you know we have an excellent group of people watching out for us in the political arena. From Dan Adcock on down, they are knowledgeable of the workings of Congress as most have worked in the offices of congressmen and senators in various

capacities. Position papers they provide us for our contacts with our legislators are complete, concise, and show they have done their homework on our issues.

One final positive note for NARFE: In the visits I have made to the local chapters in this area, I have found our members to be very knowledgeable of the issues we are confronted with today. Folks, we have some sharp individuals who are not only keeping up with what is going on, but also have some good ideas on what should be done. Our task is to keep the interest up and channel this energy and the ideas to the people who can make the changes needed to protect our interests.

I know the reality is that we are not going to get much accomplished in the present situation and financial crisis, but we still need to keep doing what we can to protect our benefits and communication is the key. Communication with our representatives using our legislative staff and communication with our members to make sure everyone is informed on the issues will move us in the right direction.

- Jim Glenn
Legislative Chairman

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Tennessee Federation Financial Report 2009

Quarter Ending June 30, 2009
By Marie Anglin, Treasurer

Beginning Balance -
Checking Account 1/1/2009 \$ 27,995.45

REVENUES

National Dues Rebate - 10% Fund	\$ 5,605.78
Interest in Checking	\$ 60.83
Per Capita Dues	\$14,654.00
Closed Chapter Funds	\$ 391.01
Partial repayment of Advance of Convention (Amount \$525 - 2008)	\$ 132.89
Total Revenue	\$20,844.51

Total To Be Accounted For

LESS EXPENSES:

Vouchers	\$18,891.41
Newsletter Expenses	\$ 3,245.72
Closed Chapter Funds Disbursement	\$ 1,111.55
Blue Table Coverings (for displays)	\$ 458.20
Microtel Meeting Room Expense (Officer Training - Jackson)	\$ 172.13
Weida White Award	\$ 106.97
Closed Chapter funds dispersed (dispersed funds \$.13 less than collected)	\$ 390.88
New Member Recruitment	\$ 200.00
Total Disbursed	\$23,465.31

Ending Cash Balance -
Checking Account- 9/30/2009 \$25,374.65

CD's US Bank	
Account Ending-5601	\$ 3,338.07
Account Ending-4540	\$ 3,308.71
Interest Earned on CD's not matured	\$ 109.30
Total Assets	\$32,130.73



Senior members recognized for their dedication to NARFE

A few years ago I unexpectedly moved into the position of chapter president and took advantage of the opportunity to call every member in our chapter. Most of our members seemed to enjoy talking about NARFE and told me stories about some of their experiences. Many said that they never missed a chapter meeting in the "old days." They said they would like to attend now but cannot due primarily to health issues. I think about these "more senior" members a lot and have a deep appreciation for their loyalty and dedication to our association. I am confident that we have "more senior" members in every chapter in Tennessee, and they number into the thousands across our great nation. Some cannot drive, require an assortment of devices to assist them in moving about, some are housebound or bedridden, but they are still faithful to NARFE. Although they cannot attend meetings or participate in chapter activities, they maintain their memberships because that is a way that they can still support our common cause. I commend these members for their countless contributions of the past to our chapters, federations and the national association. Your memberships are highly valued and your many years of dedicated, faithful service have not been forgotten.

As I write this article, a couple of weeks have passed since Grass Roots Advocacy Month officially ended on September 7. I am pleased to report that we had a very successful effort in West Tennessee. Meetings with our congressional delegation or their representatives actually began on July 9 when the Shiloh Chapter had a representative of Congresswoman Marsha Blackburn's office as the guest speaker at their monthly chapter meeting. Mr. Sam McCullar, chapter president, cordially invited all members residing in Congressional District 7 from surrounding chapters to attend the meeting. On August 10, four chapters sent ten delegates to Union City to meet for approximately an hour with Congressman John Tanner of Congressional District 8. Dickson Chapter 727 was represented by Mr.

Charles Hooper; Jackson Chapter 519 was represented by Ms. Margaret Ballard, Ms. Mildred Beard, Ms. Rhonda Mooney and Mr. Carlos Henning who attended as an alternate for Ms. Ella Harris; Millington Chapter 1382 was represented by Ms. Doris Landerman and Ms. Julia Metcalfe; and Tri-County (Trenton) Chapter 806 was represented by Mr. William Bronow, Mr. Terry Russell and Mr. Alan Schwartz. I was honored to serve as the meeting spokesperson and represent the Tennessee Federation. On August 27, I had the pleasure of joining Memphis Chapter 78 at the Federal Building in Memphis to meet with Congressman Steve Cohen of Congressional District 9. Our team was lead by Chapter President Ms. Georgia Oliver and delegates included Ms. Cora Ann Bell, Ms. Bonnie Bridgforth, Mr. Raymond Hooks and Mr. Robert Oliver. Congressmen Tanner and Cohen are strong supporters of NARFE issues, and we had excellent meetings at both locations. Although we were unable to schedule a meeting in the 7th District with Congresswoman Blackburn, District Officer Mr. Warren Zimmer of Germantown Chapter 1968 visited her office in Bartlett on August 31 and talked to Mr. Scott Golden, assistant chief of staff. I would like to take this opportunity to sincerely thank the officers and members of the chapters in West Tennessee for their outstanding support of Grass Roots Advocacy Month this year. It was truly a Grass Roots Effective Advocacy Team (GREAT) effort by all members involved.

I have enjoyed visiting with many of the chapters in West Tennessee during this period, and I thank you for the warm hospitality shown to me at your chapter meetings. I am very much looking forward to visiting with the rest of the chapters in the next few weeks.

- James L. (Larry) Henderson, 3rd Vice-President
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Am I preaching to the choir?

As of this writing, President Obama's health plan does not include any language that would take away anything from our health benefits, but that certainly could change. Hopefully by newsletter print and delivery, our benefits will still be intact.

It seems that every year we, as federal employees, come under some type of a suggestive plan that would have a negative impact on our retirement benefits. Our national office does a great job of keeping that from happening, but we are losing membership at an alarming rate and with that brings a great loss of clout on Capitol Hill. We all should be recruiters and must continue to support PAC. Am I preaching to the choir? I hope so. NARFE is now working with Congress to prevent a Medicare Part B premium increase for federal retirees for 2010. With no cost-of-living increase, that is automatic for social security recipients, but not federal retirees. We must continue to build and support our organization in order to maintain a strong voice in Washington.

This will be the last newsletter of the year, so holiday greetings are in order. Let's all be thankful on Thanksgiving Day and remember what Christmas is really all about. As seniors, we owe it to ourselves to remain active, so as cold weather approaches, bundle up, get out, and be careful.

- Larry Cunningham, 1st Vice President
10117 Arnold Ln.
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Frazier announces new Alzheimer chairperson

I am happy to announce that we have a new Federation Alzheimer Chairperson. Joan Gates of the Knoxville Chapter has graciously accepted this position. Judith Perez, our former chairperson, is moving back to New Orleans. We are most appreciative of all the good work that Judith has done over the last few years.

I ask that all chapter presidents alert their chapter Alzheimer chairpersons that Joan is the new federation Alzheimer chair. They must now

NARFE State Convention 2010

April 18-20, 2010

Oak Tree Lodge, Sevierville

(Located on US Hwy 441 midway between Sevierville and Pigeon Forge, across from Five Oaks Shopping Center. Shopping and restaurants within walking distance.)

Room Costs:

Weekday	Beds	Cost
Sunday	2 Queen	\$45
Sunday	1 King	\$65
Monday	2 Queen	\$65
Monday	1 King	\$75

Local and State sales tax is an additional 11.75%

We have reserved 60 rooms. More rooms can be added, if available, but they must be requested prior to reservation cut-off of March 18, 2010.

Guests must call the toll free number 800-637-7002 for their individual reservations and state they are with NARFE to receive the group rate.

- Gene R. Carpenter
President, Sevierville Chapter

send all their Alzheimer contributions to Joan.

Her contact information is as follows: Joan Gates, 341 Eaton Village Trace, Lenoir City, TN 37771, (865) 986-7526, mjoan@20gmail.com

Again, I want to thank Judith for all her hard work. In addition, I want to thank Joan for taking on this very responsible job.

- Carey Frazier
Federation President

It never hurts to try

First I will give ya'll the membership totals as of the end of August. Right now our total Tennessee membership stands at 4,428 members. We lost 20 members during the month of August, and NARFE National lost 2,244 members nationwide. NARFE National total membership through August is 309,639.

We've got to stop this downward trend and start recruiting more new members as well as keeping our current members. This leads me into the second portion of this report: the Region X Conference held in North Carolina on September 14-16. I was invited to attend by Paul Carew, Region X Vice President, and attended along with Carey Frazier, TN Federation President, and Larry Cunningham, TN Federation 1st VP. The theme of the conference was Membership, Communications, and Public Relations (PR). Most of the discussion about membership problems/concerns is exactly what we are experiencing here in Tennessee. How can we get new members, how can we retain the ones we have, and how can we increase the interest in NARFE and get more people to attend the regular NARFE monthly meetings? We all SEEM to be doing the right thing, but our overall membership keeps dropping.

I believe the answers/problems lie within Communications and PR. We have to step up our communications via e-mail, phone calls, personal contact, etc. It seems like the "letter writing" is not working, especially on the younger current employees. A lot of good data was presented about PR. It's a fine line between Membership and PR, and I believe this is where we should increase our efforts; on the PR side of the line. We are currently looking for a person to assume the duties of a PR Officer in our Tennessee Federation, and I believe it would prove to be a valuable asset. Mr. Chuck Timanus, NARFE Hq Public Relations, attended the conference and had a lot to say about matching funds coming out of NARFE Hq. Some of the other Federations have done advertising on the backs, sides, and inside of city buses as well as front license plates for automobiles. Health fairs are another good way to display our NARFE posters. Any of these would be an excellent tool for advertising and could only help the identity problem that NARFE has. Some of these projects could very well have matching funds available from NARFE; it never hurts to try.

- JC Whitney, TN Fed Membership Chair
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Dues referendum deserves consideration

Recently I have received numerous emails and phone calls from members concerned about the NARFE dues referendum. With a few exceptions, most have a bone to pick. The concerns range from the referendum process itself to the amount and distribution of the dues if and when the referendum passes.

The most discomfoting accusation proffered is that the referendum is nothing but a sneaky and underhanded way of getting an unwarranted dues increase. If I felt there were any truth to this charge, I would not support the referendum.

Certainly a referendum addressing the functionality of an organization's means of support, dollars and cents will enter the picture; but to misinterpret or misrepresent the intent of the proposal and the integrity of the proposers does a disservice to the rationale for the referendum and threatens its passage.

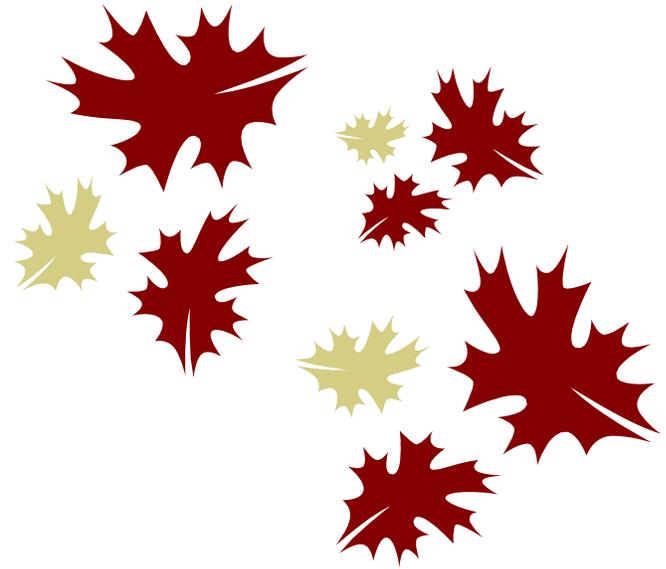
Our current dues structure is outdated and confusing. It hinders membership recruitment and, most especially, retention. For example, when a new member receives the renewal notice after the first year and spots the dues increase associated with chapter participation that holds no interest, this is a powerful reason to not renew. With over 25 dues categories available, it can be a logistical nightmare for chapter treasurers to comprehend and manage. A dues structure that in many ways is an existential hindrance to the organizational health and growth of NARFE, and is a debilitating factor in accomplishing the mission of protecting our earned benefits, should be replaced.

I have heard a number of members say that they support the concept of a single dues BUT ... and then they enumerate their concerns about the referendum and why they can't support it. It is a given that the referendum isn't perfect. Few things are. But I have learned through long years of experience that it is much easier and wiser to modify a rule or regulation once passed than see it defeated and then start the process again from the beginning. If there are adjustments or corrections desired, they could be presented and ratified at a future time, such as the 2010 convention in Grand Rapids, Mich.

It is my sincere concern that, if the referendum were defeated, it would be some years before the concept of single dues would be raised again. So please study the referendum and supporting materials, discuss it in your chapter meetings and vote FOR it in December.

- Paul Carew, Region X Vice President

All Tennessee Chapters should notify Federation Secretary Lynda LeMay of all deceased members for the year that have not been previously reported.



Attention Treasurers & Secretary/Treasurers

You will be receiving your per capital dues notice in November based on the number of members on the F114 as of October 31. You may make any adjustments you need on the form. Your chapter delegate strength is based on the number of members you pay per capital dues on. When you receive this notice, if you are no longer the treasurer or secretary/treasurer, please give the form to the person who is your current chapter officer. Thanks for the wonderful job each of you do.

- Glenda Huff
Federation Financial Secretary

Leo Potts Award goes to Crossville Chapter 1719

The Leo Potts PAC Certificate is presented to Bob Martin, president of the Crossville chapter. Carey Frazier, federation president, and Glenn Turner, NARFE PAC chairperson, made the presentation. The PAC trophy was presented to the chapter earlier by Vice President John Wells. The trophy will be passed on to next winner of the PAC award, but the certificate is theirs to keep. Chapter 1719, Crossville was the winner with a per capita contribution of \$7.92. This chapter has set a goal for the rest of us to attain. Congratulations to Chapter 1719 for their strong support of NARFE-PAC.

- Glenn Turner, NARFE-PAC Chairperson



Federation President Carey Frazier, Crossville Chapter President Bob Martin, and PAC Chairperson Glenn Turner.

Legislative training conference an exciting experience for Henderson

I was honored to be invited by the Tennessee Federation Executive Board to attend the 2009 NARFE Legislative Training Conference held March 7-10, 2009, at the Hyatt Regency Hotel in Arlington, Va.

I arrived at the Hyatt Regency Crystal City at approximately 3:30 p.m. on Saturday, March 7. Conference registration was a quick, efficient process. After unpacking, I settled into my room to review the materials received at registration and relax following my long two-day drive from Humboldt, Tenn. The only event scheduled Saturday was a buffet dinner held at the hotel from 6-8 p.m.

Sunday morning started with a buffet breakfast served on the 18th floor of the hotel from 6:30-8:30 a.m. The restaurant provided a beautiful sunrise view of the Crystal City area with planes clearly visible departing from and arriving at nearby Reagan National Airport. The opening session began at 9 a.m. with remarks by NARFE National President Margaret Baptiste followed with conference details by Legislative Director Dan Adcock. The first of five breakout sessions over a two-day period began at 10:15 a.m. Breakout sessions were the primary method used for training on the following topics: NARFE PAC, health issues, the U.S. budget, grassroots organizing and contacting Congress. Each session was lead by a member of the NARFE Legislative Staff who provided excellent information for each subject area.

After a buffet breakfast, our general session on Monday began at 8:45 a.m. with guest speaker U.S. Rep. Chris Van Hollen from Maryland, a strong supporter of federal employee and retiree issues, who introduced Premium Conversion Bill H.R. 1203 to the 111th Congress. He was followed by U.S. Rep. Frank Wolf from Virginia who is in his 15th term in Congress and sits on the powerful House Appropriations Committee. Our last breakout session ended at 3 p.m. and a wrap-up general session from 3:30-5 p.m. completed our day. Our

guest speaker was Dr. Norman Ornstein of the American Enterprise Institute.

Other speakers heard during the conference were Dr. James Horney of the Center on Budget and Policy Priorities and Dr. Marilyn Moon of the American Institutes for Research.

At approximately 8 a.m. on Tuesday we boarded buses for Capitol Hill armed with our just completed legislative training and handouts prepared by Headquarters staff covering the following issues: retirement equity for federal civilian workers and retirees, government pension offset, windfall elimination provision, and premium conversion. I met Sen. Lamar Alexander and Sen. Bob Corker in the Dirksen Senate Office Building at "Tennessee Tuesday." The next stop was at the Longworth House Office Building where I met with legislative assistants in the offices of Rep. Jim Cooper of the fifth district, Rep. Steve Cohen of the ninth district and Rep. John Tanner of the eighth district. At every location, handouts were

distributed encouraging each congressman to co-sponsor and support GPO and WEP elimination bills H.R. 235 and S. 484 and Premium Conversion bills H.R. 1203 and S. 491. After a very productive day, we boarded our bus at 2:45 p.m. and returned to the Hyatt Regency Hotel where I prepared for an enjoyable drive back to Tennessee.

I am very grateful for this interesting and rewarding experience. Not only did it increase my knowledge of the legislative process, it allowed me to see firsthand the hard work that our NARFE National Headquarters staff does on our behalf. I would also like to thank the Tennessee Federation Executive Board for giving me this exciting opportunity.

- James L. (Larry) Henderson
3rd Vice-President

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We're on the web!
www.narfetn.org

News of Interest to Active and Retired Federal Employees

2010 Federation Convention

April 18-20, 2010
Oak Tree Lodge
Sevierville



At the foothills of the Smoky Mountains
between Sevierville & Pigeon Forge

Hosted by the Sevierville Chapter

Additional information can be found on Page 6 inside.

TENNESSEE FEDERATION OF CHAPTERS, NARFE

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