

**MINUTES FOR THE 8TH BIENNIAL CONVENTION OF THE CALIFORNIA STATE FEDERATION
OF THE
NATIONAL ACTIVE AND RETIRED FEDERAL EMPLOYEES
October 19 – 20, 2021**

The opening session of this convention was called to order at 9:15 by **Federation President, Linda Ingram**. She called for a Moment of Silence in recognition of First Responders and those serving in our military and for members of NARFE who could not be with us,

The Presentation and Posting of the Colors was done by our Sergeant at Arms color guard. The Pledge of Allegiance was led by **Past Federation President, Forney Lundy**.

Welcoming Remarks: **Erika Stewart** is the new **Mayor of San Luis Obispo**. Cochair Steve Walter explained that Erika wanted to be here but recorded her remarks last night, since she had just taken office two weeks ago and had to work today. She welcomed us and thanked us for choosing to meet in the area and congratulated us on our centennial. She encouraged us to enjoy our time in this beautiful area and suggested several places she hoped we could visit while here.

Paso Robles Mayor Steve Martin talked about the history of that area, and how it changed after Sputnik. Changes included the Paso Robles Airfield during the war, through becoming the Vandenburg Space Force Base. It is an agricultural area that now has many wineries which bring many visitors and tourism was created and brought improvement in the economy except that not many of the jobs are ones that would allow for the workers to live, work, and own a home in the area. He wants to improve the economy for everyone and thinks the new space port will help by having a place to send companies creating rockets. Location and weather make it an ideal site for a commercial space port. They have 320 clear days a year. He says “it all started 64 years ago with Sputnik and its little beep.”

President Ingram thanked him and talked a bit about her related career.

Introductions

President Ingram said she realized she had not introduced herself and the rest of the board. She introduced the District Vice Presidents and gave a little information about them and their district. Then she introduced the other officers.

We were reminded to silence our phones.

Convention Co-chair and National Legislation Chair, Steve Walter gave the first of the Centennial Talks, which covered the period from 1921, when NARFE was started, to 1945. He emphasized what Federal workers have accomplished. He quoted Maya Angelou by saying “You can’t see where you are going until you know where you have been”. WW I impacted everyone, and the government had to grow to meet the challenge. The Women’s movement took 70 years of effort to get the vote and became equal in Federal work and led to NARFE two years later. The war was followed by the Roaring 20’s and silent movies and then the Great Depression hit after people had been putting money in the Stock Market until Black Friday when banks failed. There was no federal insurance for the banks at the time. Agriculture had not been done right and led to the

Dust Bowl and many moved to California. This was all another government challenge. Government programs such as the WPA were formed to provide jobs and create infrastructure. Big projects such as dams were created which created hydroelectricity. The CCC put many young men to work. The Security Commission was created to try to keep the economy stable. There was support for farming and Social Security was started to provide a retirement system which people did not have before and now 64 million collect from it. It wasn't government programs, but another War that got us out of the depression with jobs and service. 16 million joined the military and women filled jobs that men left to serve. The Nation came together against a common enemy. After D Day and the war ended, civilian employment grew, and depression era programs doubled the number of people working for the government.

President Ingram made some comments about the beginning of NARFE and then introduced the **Regional Vice Presidents** in attendance. They were our own Region VIII Vice President, Robert Ruskamp and Region VII Vice President, Rodney Adelman and his wife, Gina.

Keynote talk: Tammy Flanagan – *Managing Financial Risk in Retirement*

President Ingram then introduced our keynote speaker, Tammy Flanagan, who works closely with NARFE to educate our members about responsible financial planning and planning for retirement.

Tammy started off by saying that she felt honored to have been invited to speak. She wished more current workers would join NARFE and is concerned about the decline in membership. She said that she tries to promote NARFE wherever she is speaking. She said that California has a soft place in her heart because of an aunt and uncle who worked at Edwards Air Force Base when it was fairly new. Her husband got a job with the Secret Service which got them involved with the government and a move to Washington DC. Tammy wanted to do a job where she did not have to live like her parents with their financial concerns. Her interest in government started by her future husband joining the Secret Service. She worked for the government but left when she started her career speaking job to be able to stay home with her kids. She says she is not a financial planner but a benefits planner. Financial planning is intertwined with benefits. She said you have to understand your benefits before you can have a financial plan. She talked about a risk-taking quiz. It involved thinking how your friends rate you as a risk taker and what you think of when you think of risk financially. She reminded us to watch ourselves to avoid fraud as some planners are just after our money. Congress has considered many proposals regarding our finances but few of them pass. She says she doesn't worry until something comes to pass. The higher your score on the risk-taking quiz, the more you are able to take risks and the lower score you are in the "G fund" which is now doing better. She gave a list of types of funds:

- G Fund – Safest but also low yield – only Fed Retirees and Employees have access to this through TSP

- F Fund – Bonds

- C Fund - Stocks /venture capital

- S&P 500 – top companies but now some are not so good. If in this, you invest in 500 companies.

- S – The rest of the US stock market

- I - Fund – International fund

Inflation = the COLA is up. The TSP over all is over a trillion dollars. California has the most Federal employees and most retirees. Inflation was 3% in 2011. It is 5.9 this year. It is expected that it will have a 4.9 % increase in 2022. In 1915 interest fell below zero.

When FERS was implemented, interest rates were high. We had not seen it like now for about 15 years.

How to combat volatility:

Enron employees were required to have Enron stock so when company failed, retirees lost everything. Those who had all their assets invested in Enron lost them all. You need to be diversified.

S&P 500 – if one stock goes down, others keep you still okay.

Dollar cost averaging

You can plan on volatility even if you can't predict when it will happen.

The key is not to panic – In March of 2020, the market fell with Covid but then it went up.

Tammy told a story: Mom Flanagan was a widow at 63. They had been doing okay until he passed away suddenly. She was only 63 so not on her own Social Security yet. She did get insurance so was okay. On Black Monday she sold and put all the proceeds in the bank. She and her husband had been advised to invest in annuities which helped her. If she had stayed in the market, she would have been okay later. Tammy and her husband helped her invest some that was left in an annuity that paid enough to help with her expenses. TSP instituted the L income fund, which was about preserving your money. If the majority is in the G fund, it should have all been in the L funds.

Fraud: A lot of fraud is targeted at Federal retirees:

Videos, false advertising

Protect yourself by educating yourself

Don't fall for:

Avoid "act now"

Avoid high pressure at the beginning of contact

You do need to put trust in a good Financial Advisor. Use "Broker Check" put out by FENRA.

Only banks are guaranteed by the FDIC.

Tax Scams-There are twelve, known as the Dirty Dozen.

IRS.gov site has a list to watch out for. Go to IRS.gov and type in "Dirty Dozen".

Under OPM, you must be the representative payee for OPM to approve you as a payee. If you suspect someone is being taken advantage of, you can report to an OPM investigator.

Changes in the law: Tammy said some information is borrowed from the NARFE LegCon.

There is Legislation in the works to lessen the effects of the WEP/GPO which reduces earned income from Social Security earned benefits because of other work with a government retirement benefit, and it also reduces some widows' benefits. It also affects teachers in California and some other states.

NARFE also supports a good COLA. Right now, you cannot get the COLA amount if you are not already retired.

Postal Reform: Anything affecting postal employees, affects all retirees eventually.

Medicare:

Tammy has asked to have information on the Medicare website about FEHB.

Don't drop Federal health benefits, you can suspend them and come back later, but you cannot return if you drop.

Successes:

Suspension to R and D (Required Distribution) During Covid

Workers Comp. during Covid

You do not have to take R & D until age 72

New investment funds will be available next year.

Webinars are available on the NARFE website, and more are coming related to financial information and TSP.

Longevity:

You don't want to run out of money.

You have to plan for long life or widowhood.

Don't take Social Security until age 70 (she won't)

You need to put money aside that you can't spend until later.

Federal Long Term Care Insurance is still good. You should start it when you are younger and encourage others to start it when they are young, when the cost is lower.

Medicare and retirement last a lifetime.

Older people buy annuities.

Plan Ahead:

Check out professional planners.

Use the NARFE "Be prepared (F100) work sheet which is on the website.

Take advantage of Webinars to learn about planning and other topics. There are past webinars archived on the NARFE website.

Tammy also spoke of the importance of having Long Term Care Insurance and starting it at a younger age so it is not so expensive.

Tammy mentioned Mike Causey and how he had asked her "When is the best date to retire?" Tammy and Mike are now good friends. (Mike Causey was a keynote speaker for the last convention we held in San Luis Obispo.)

We took a short break while Co-chair Steve Walter was setting up the AV equipment for the workshops.

Workshop: *The Role of Social Media & ZOOM, Tips for better meetings*

Marsha Padilla-Goad - NARFE Program Manager and Evan Dean - Digital Communications Manager. They did this workshop live streamed from their offices. Marcia said it was good to see us meeting face to face. They discussed the overall value of social media for NARFE. With NARFE it is useful for communicating with Congress and NARFE departments. Evan discussed the usefulness of the NARFE Facebook page. He explained what Facebook is and how it allows sharing of information both with members and others. It allows for more to express their views. Social media allows communication even when in person or phone are not possible. With these forms of communication, the possibility of meeting virtually is helping include more members during the current limitations on in person meetings. Members can reply to Calls for Action with letters sent virtually. They want to encourage members to participate. Twitter was also discussed. A problem is the number of older adults who do not want to use computers. "If members of Congress are using social media, then why shouldn't we?" Congress members use social media to make themselves known by people all over the country and not just their constituents.

The number of older adults using computers has increased in the last ten years as people realize how it helps them stay in contact with their families as well as others. The number of people using this to become involved in Advocacy Month was up tremendously.

There are precautions that need to be taken.

Steve Walter said a mic is available for questions from the audience. He pointed out the information on one of the slides that told that there are tutorials on the website to help learn about the use of different forms of social media.

NARFE is working on a plan for advocacy for Grassroots Advocacy Month.

The Workshop was opened for questions from the convention attendees. Some of the questions were:

How do you get on the NARFE Facebook page? She was encouraged to “like” or follow NARFE pages but use your own page to interact in advocacy in addition to emails.

The speaker pointed out that you should not put too much on your Facebook page that might keep a potential employer from hiring you. Also, check politics at the door.

Another question was how to use social media to contact different agencies. Evan said that they are expanding their bandwidth to increase availability.

Question about contacting National Headquarters to join? She was told that the page should come up when you go to NARFE.org.

They were thanked and screen share was returned to Steve:

Keynote Talk: Advocacy Update – Jessica Klement, Vice President for NARFE Policy and Programs – also Live Streamed

Jessica told us that currently she is the lead advocacy and lead Federal benefits person and said that she created her own title.

She said that her crowning achievement was making the connection with Tammy Flanagan and NARFE Benefits.

She came to NARFE 9 and ½ years ago.

Concerns she has worked on:

Postal Reform: The current bill says that Postal employees do not have to join Medicare, but if they had not joined and want to join now, the late penalties will be waived. There is a special enrollment period. Postal employees not in Medicare cause the FEHB premiums to raise. OPM did an analysis, but this is not public at this time. Because of this, NARFE is now asking Congress not to cosponsor the bill. Support is being held until the changes are seen. There are a lot of good things in the bill but also some bad things so don’t support until we know all that is included. She says she needs to see the analysis before supporting the bill.

WEP/GPO: The goal is to repeal the WEP/GPO. Letters are needed to let Congress know how we are affected.

We need to reach 290 congressmen to support this bill to bring it to a vote.

There are bills to just repeal the WEP, and pay \$150.00 to people affected but \$150.00 does not cover the amount the person is not getting that they earned. It is better than nothing, so NARFE is backing this but hoping for the bill fully repealing the WEP/GPO.

If the bill to repeal the WEP/GPO does get through the House, the chances of getting through the Senate are slim. There may be a better chance of the lower priced bill just affecting the WEP to get through so that would be better than nothing.

COLA: The last issue is calculating the COLA by the CPIE, but it may not be a good time to push for this bill with high inflation. She also wanted to raise the Equal COLA act that would give all the same COLA.

Meetings with the new OPM Director. Jessica said their department does more than just legislative advocacy. Her department had a chance to meet and discuss our priorities for a new director. They have met with the new director both during her nomination and after she was appointed. Jessica is impressed with her so far.

NARFE was very disappointed that the budget did not include more funding for employee improvement or any reduction to taxes for federal employees. It looks like there will not be any changes for next year. Also disappointed that the budget did not have any reference to the WEP/GPO or CPIE.

They are working on improvement to OPM. Improvements need to be made in the ways employees are hired and to modernize the government, but the problem is also, will congress agree with the changes? Are they going to take this on?

How can we help take action? Messages from actual employees mean even more than Jessica talking to Congress. We can personalize the messages that make a difference.

How can we take action?

- Write letters

- Comment on social media

- Phone calls

- Attend fund raisers

- Letters to the Editor

- Meet in person or virtually, which is faster and necessary during the pandemic and are here to stay.

 - Dress appropriately

 - Have an appropriate background

CDLs are important to our communication with Congressmen.

NARFE's Political Action Committee (PAC) supports the campaigns of candidates who are helpful to NARFE.

Questions/Comments:

- The first person commented that he hopes that NARFE and Postal Service Organizations can work together to make good changes. He thinks it was unconstitutional for rights to be taken away. He had other comments that the room did not agree should be made.

- Tammy Flanagan asked when the proposed bills would take effect if passed? Jessica said it depended on which bills and what is in the bills. Tammy also asked if any would be retroactive? That brought a bit of a laugh, and the answer was no.

President Ingram spoke briefly about NARFE PAC. She stated that there is a need for a Federation NARFE PAC Coordinator. Contributions can be given at this convention and Randy Scott from President Ingram's chapter can give information or take donations.

President Ingram said that it was now time for the Recognition Lunch. The Eulogy Ceremony would take place before being released for the lunch line.

Convention Co-chair Ron Griffin explained how the lunch serving would work and that there were people who would help anyone who needs help getting their plates served and to their table. He also explained that the Eulogy would be done during this Recognition Lunch. He asked for the Past Presidents who are present to get

their corsages or boutonniere. and He requested Past President Forney Lundy to come forward to preside over the ceremony, and for DVPs to come forward to take part.

Forney explained that usually the Immediate Past President presides over this ceremony, but since our Immediate Past President was Lea Zajac and he has passed away, Forney was asked to do it even though, he explained that he was President a long time ago. He talked about the Past Presidents who are still living but were unable to attend. They were Ray Richetti, Helen Zajac, and Andy Morgen. He also named the surviving spouses still living. These included Marguerite Coffey-Hunt, Marion Millington, Mildred Lewis, Maria McConathy, and Helen Zajac. The Past Presidents in attendance were introduced. They included Dottie Schmidt and Dee Shallenberger besides himself.

He explained that he would be giving the total numbers of deceased members from each District as the DVP from that District placed a rose in the vase.

The numbers were:

District I - 142

District II – 92

District III – 62

District IV – 96

District V – 153

District VI – 124

District VII – 124

District VIII – 112

The total from our Federation was 1025

Ron Griffin then started excusing the tables with the Past Presidents going first, and then the vendors. The lunch was a Taco Buffet with lots of add-ons and then dessert. The way the hotel set it up worked very well. There was a break for time to eat before the rest of the program began for the recognitions.

When the program began again, a video tribute to Past President Lea Zajac was presented that was put together by Co-chair Steve Walter with Yoggi Riley interviewing Helen Zajac. Helen could not be at the convention because of a family obligation. In the video, she talked about Lea's long-time dedication and participation in NARFE. He had served two terms as Federation President that were about 17 years apart. He served in many capacities in between, both for the Federation and his own chapter. He had been asked to be President of the Vallejo Chapter very soon after attending his first meeting and had procured the location and made all the hotel and other arrangements for several conventions, including the National Convention in Reno, Nevada. Lea held some office either with the Vallejo Chapter or the Federation every year. His loyalty was outstanding, and he is greatly missed.

Recognitions went to the Chapters who are celebrating 70 years since being chartered. President Ingram presented certificates to go to the Chapters named, with the appropriate DVPs taking them for the Chapters who did not have a representative in attendance.

The Chapters were:

0073 – San Bernardino Valley

0068 – Bakersfield

0065 – San Francisco

0061 – San Fernando Valley_Van Nuys

0054 – Santa Cruz County

0053 – Santa Rosa

0050 – San Jose

0049 – San Joaquin County Stockton

0046 – Sacramento

President Ingram commented that “we were very active 70 years ago and we need to start working on that concept again”.

She introduced Treasurer Jerry Hall to make awards to top recruiters. He explained that he was filling in for Executive Vice President, Yoggi Riley, as she is the one responsible for membership. He said it was a tough year for recruiting in his opinion. He talked about ways of recruiting. He said that we need to replace the members who have died. It is the same timeframe that we are talking about for this recruitment period and only 230 were recruited. Be sure to put your member number on the application to get credit. The first person he named was Yoggi Riley who recruited 93 new members. Those who recruit 10 or more new members receive a check from the Federation for \$75.00. The next person named was Joseph Beyer, who recruited 15. His Chapter President Tom Buggie will deliver his check. Next was Jerry himself who recruited 12. When asked how he does it, he said that one way is that he gives a membership to new retirees in his area to join and he gets partially reimbursed during the special recruiting period. The next is Robin Leong who recruited 10.

Next was the awarding of the prize to a member who is on dues withholding. The \$500.00 check went to Janet Radcliff from the Bakersfield Chapter 0068. DVP VIII Steve Smith will deliver the check.

When a person goes on dues withholding and it is confirmed, the Federation gives them \$15.00 that year.

President Ingram said that next the vendors who were present would be introduced. Ron Griffin pointed out the major sponsors who had ads in our program book and gave support but were not able to attend. They were Kaiser, Aetna, and TruHearing. He also mentioned Richard Gracey from Blue Cross/Blue Shield who had given us the nice journals that were in the convention bags. Richard was not able to attend. Then Ron introduced Nicholas Harris who is Richard’s counterpart in southern California. Nicholas introduced Taylor Dirks, a nurse, who works with BC/BS with health education. Next introduced was Dane Lawlor from GEHA. Last introduced was Kay Nikookory from the Living Trust Company. Mary Venerable had gotten Kay to come as she had met her through her chapter program. Each told a short bit about their company. Mary spoke up to recommend each of these companies to be invited for chapter programs.

Next was the return to the regular convention program. President Ingram explained the workshops and how the attendees would be split to attend and then they would switch so everyone had the chance to participate in both workshops.

The Medicare Workshop was in the Ballroom and Tammy Flanagan’s Workshop was in the Edna Room.

Jerry Hall introduced the Medicare Workshop and how Kaiser had a Zoom with a Power Point program concerning Medicare itself and then how their program works with Medicare.

Then Derick Castillo from Kaiser introduced himself via Zoom and shared the information about the Kaiser company and then the Medicare basics. He included information that even if you are traveling outside a Kaiser service area, you are covered, even for many Urgent Care facilities. Medicare is a federally funded health care insurance program. It has parts with the first being part A which is hospital care. Part B is the other medical care. He said that Kaiser also has a “Silver and Fit” program for gym membership and a transportation program for medical purposes as well as a meal delivery program for those with Silver Advantage after being discharged from a care facility.

Next Nicholas Harris from BC/BS was introduced to tell us about their interface with Medicare. There are three major parts or plan options in their program. He pointed out that Medicare does not cover us if traveling outside the country. He also talked about the penalties for not signing up for Medicare when first eligible. If you think you want to try going with Medicare only, do not cancel your other insurance. Just suspend it so you will be able to pick it up again. He referred to their booklet information that explains their coverage. He said that because of timing, the new rates for 2022 are available but materials have not been printed yet. There is a rebate program for the Basic option. He discussed how prescription drugs are covered. He invited attendees to stop by his table for information flyers and goodie bags. He also said that both he and Taylor are available for chapter programs. He also talked about all the services they have available.

Next Dane Lawlor was introduced to speak about GEHA's program and services. They also have programs at different levels. He explained the different programs and how they work to help people decide which would be best for them. Their Standard program includes something called Bridge Health which helps you access special facilities for special medical needs.

Tammy Flanagan's Workshop: She combined two topics that the planners had a choice between but there was about an equal number choosing each one. One was "What is TSP's role in your Retirement", and the other was "Anticipating Changes to your Retirement Income". She talked about her uncle as an example of when there were not any additional programs to supplement the basic retirement at the time. There was not a way to add to that money so your monthly payment could use up that money. FERS was not meant to stand alone, so should be combined with Social Security and some other savings. Now there is the TSP fund that can be used to save for later and then figure out whether to leave it there or to reinvest it. You will have to take out RMD which you now pay taxes on. She talked about a man who is still working and is 85 and has saved \$2.4 million and wants to retire.

When should he retire to avoid having to take two RMDs? If he retired before the end of this year, he would have to take two, and pay the taxes on two, but if he waits until January of 2022, he will only have to take one. How should he take the RMD?

She was asked by a person who will turn 72 next year when it is mandatory to start taking RMDs. He wanted to know what options he has. She explained the options.

The TSP can be divided when paying in, so it is in several funds. When you start to take RMDs it comes out of the funds in proportion to how it was paid in.

Another question was if you could move into a Roth IRA? Since he had retired before the Roth was formed, he can't, but can to a traditional IRA. Tammy suggests that you don't move all so that if you find that the IRA is not doing as well as the TSP, you can move back to the TSP.

She showed a video of the various ways you can take withdrawals from your TSP. You can stop and start the ways when you want. You can visit TSP.gov to see options. Be careful when choosing new products because there might be fine print that you did not expect.

An IRA can be more flexible as far as choosing what funds you want to take money out of. Be careful when filling out forms. Can get money out faster from IRA than TSP so it is good to have some in both. The funds chosen can make a difference also in both TSP and an IRA. The TSP has been one of the most successful financial programs in the country.

The advantage is that it has been kept simple. The IRS has a publication that explains different ways of taking the TSP funds.

How TSP can have survivor benefits: If the beneficiary is a spouse or family member, the money can be left in the account. Spouse can have their own beneficiary. If the beneficiary is not a family member, they must take the money out. When a TSP holder dies, it needs to be reported to TSP and TSP will determine who it goes to. There is a form to use to name or change a beneficiary. Be sure to keep your address current with TSP and OPM.

Can do online. Go to My Social Security Account to also keep information up to date. Also have your passwords listed where survivors can find them. Can find more information on the Federal Employees Benefits Institute.

After the workshops ended, the General Session was reconvened.

The next Centennial Talk (1946 – 1970) was rescheduled for later because of being a bit behind in the program.

Nominations and Election Information

President Ingram introduced Robert Davidson II (Bob II), the Nominating Committee Chairman. He explained how the District Caucuses would work and gave instructions. The procedures for District Vice Presidents were listed on a sheet labeled “Federation Officer Election Procedures” which was in a folder in each members’ convention bag. He explained that there would be eight district caucuses, four at a time in different rooms. The election part of each caucus would be conducted by a DVP or member of the nominating committee from a different district. Robert would conduct the election for the district that the current DVP of District VII would have done if he had been able to attend. He would also moderate the rest of the meeting for District VII for other business.

District I was moderated by the DVP for District V, and then reversed for the District V Caucus.

District II was moderated by the DVP for District VI, and then reversed for the District VI Caucus

District III was moderated by Robert Davidson II in the absence of the DVP VII, then the DVP for District III moderated the election for District VII and Robert would conduct the rest of the meeting.

District IV was moderated by the DVP for District VIII, and then reversed for the District VIII Caucus.

The Convention was recessed until 9 am Wednesday morning, October 20, 2021, and members were to go to their respective caucuses at the appointed times before leaving for dinner.

Day 2, October 20, 2021

President Ingram called the convention back to order at 9:10. We started with her request for a moment of silence, again recognizing our military and first responders.

She made a reminder announcement that the hotel asked that we remember to wear our masks whenever out in the public areas.

Forney Lundy again led the Pledge of Allegiance. He followed by asking who remembered Judy Park who was asked why we are losing members and she said it was because we are doing such a good job at lobbying congress that we have not lost anything in 20 years. So, he jokingly said that “maybe we shouldn’t do such a good job”. We need to work on building our membership back up to the level it was back in the 70’s.

President Ingram added that people do tend to work together in times of adversity and that was what helped bring the group together who started NARFE.

State Senator John Laird

As she introduced him, President Ingram said that a group of us had a delightful dinner last night with State Senator John Laird at the Madonna Inn. She said that he has worked on a number of issues including one near and dear to her heart which is State Tax Parity. He represents State Senate District 17, Central Coast.

He told us that the area he represents is very diverse. It has seventy-five miles of coastline where half of it is off the grid and has highway closures regularly and frequent wildfires. He had stopped to speak to the seventeen students at the smallest K-12 school district in the state. If they were to travel to the closest high school, it would be a 2 ½ hour ride. He told us about the many different situations he worked with through his different jobs with the California government. They included fires, floods the Oroville Dam scare and earthquakes. He

spoke to us about the need to fix several issues including Tax Parity, funding for firefighters, fire prevention and help for those affected by the recent fires. Recently, because of the pandemic, it has been even more difficult for senators to work as no one was allowed to enter the chambers except the senators.

He presented us with a beautiful, framed State Senate Resolution honoring NARFE's 100 years of service to Federal Employees. He ended by saying it was his pleasure to be here. President Ingram asked if anyone had questions for the Senator, as he was having a picture being taken with the Resolution being presented.

He was asked about the Civil Service retirement system and the WEP/GPO and if it has been considered? He said it is something that has not been brought up but understands as he has retired teachers in the family. President Ingram said that last night the professor from Cal Poly who attended the dinner, said he could see if a team of grad students could do an analysis of the situation.

Someone asked about why more is not being done about the homeless population that she thinks is so bad for visitors to our state to see? He explained that you cannot force people to move out of encampments when there is no place to go with available beds or housing. He said that it is a problem that the state is working on in hopes of helping local governments to solve the problem. The question should be "where people can go, not where they can't go".

He thanked us for having him.

President Ingram commented that California is one of the states that has no protection from taxes on Federal and other civil service retirement benefits.

Video presentation with Congressman Salud Carbajal

Next was a video presentation with an introduction in person by Sr. District Staffer, Greg Haas to introduce Congressman Salud Carbajal, CA24-San Luis Obispo/Santa Barbara Counties. Greg Haas presented a Proclamation Certificate

Honoring NARFE's 100 years of service to the community on behalf of the Congressman. In his introduction, Greg said that Congressman Carbajal had been a County Supervisor before being elected as a congressman and that he is now serving on three House committees, including House Arms Services Committee, Agriculture, and Transportation/ Infrastructure. He said that the Congressman wished he could be here in person but was now chairing a meeting of the Coast Guard and Maritime Sub Committee. In the video the Congressman commented on our mission and the benefits for Federal employees and that we have fought to keep benefits from being taken away. He is a cosponsor of HR82 which would repeal the WEP/GPO, and one that would make Federal Firefighters salaries more equal to other firefighters. It is called Federal Fighters Fairness Act. He said that there are 1.7 million people affected by these unfair reductions in Social Security because of the WEP/GPO. He talked about how NARFE support has helped make it possible for issues affecting Federal employees to be brought to the attention of Legislators. He congratulated us on our centennial and thanked us for inviting him.

Steve Walter, who is also our National Legislative Chair, said that the CDLs had gone over voting records and Congressman Carbajal was the only one with a 100% voting record in terms of NARFE legislation.

The Zoom with National President Ken Thomas was next. He reminded us that it was 12:45 where he was. He said that he wanted to address the elephant in the room, the pandemic. He talked about the current statistics

and how it has basically cancelled 1 ½ years and is not over with variants such as the Delta being predominate. We are now in a different phase but reopening too soon would increase cases. This is affecting the economy and causing people to be out of work. Over 9 million are still out of work since 2020. There are relief packages being created, a new administration and other good things being worked on. Vaccines are. He commented on the National NARFE Centennial and the Leg Con21 having been done on a virtual platform which had never been done. He talked about the new website that does have some things that still need to be worked on and some of the old is still available. He said that they had gone from 0 to 60 in using Zoom for meetings. The cons for this are that can still meet but many things have been cancelled. He talked about the issues that they are still working on, and that they are aware that the COLA that was announced last week was not equal for the CSRS and FERS retirees. NARFE is still advocating in spite of what is happening. They were working for a 2 % wage increase, for a full COLA, repeal of WEP/GPO, and the reorganization of the government. He reported that he and Jessica Klement had met with the new head of OPM and have another meeting coming up. They are planning a magazine article with the new head. He asked if we are still trying to recruit new members with meetings in person being shut down. He continues to advocate for each person to just recruit one new member and how the magazine is a good recruiting tool so we can request more. Contact him if you have questions. He thanked us for having him and wished us to be safe and to enjoy the holidays with our families.

Questions:

A question about why the monthly payments sometimes go to the checking and sometimes to the savings account and she also asked about members being moved to National Only sometimes without their knowledge? He said both can be a data entry issue. He talked about how he had talked about the new system being worked on having problems here back in 2019 and how that it still is. We can't kill the system because of information that has not been transferred. They are still trying to work with the company. He said the CAB is working to this and he meets at least once a month with them.

Another question was about whether a license could be gotten to cover Zoom for all chapters? He explained why this is not probably a possibility. He mentioned other virtual meeting platforms that can be used. He thought we would probably continue to use virtual meetings even when the pandemic restrictions lift.

Question about why Life Members do not receive a bill for Chapter dues and after two years of not paying, they get bumped over to National Only? Chapters are expected to keep track of them. This may be a carryover from the old system. The consensus is that it needs to be worked on.

His time ended with some light moments about what his number is now (it was 17 in 2019) and when he gets news that the membership gets earlier. He said that "he is clawing his way up".

President Ingram commented that the switching to National Only is a regular chapter member problem also and chapters do not have access to the National Only Member lists so have no way of seeing that this has happened.

She has access as do only a few Federation officers, but it is hard for them to be checking for multiple chapters. It should be a decision by the chapters if they want to waive the dues. She was asked to explain for those who were not at the 2019 convention, what was meant by Ken's number, and she explained that it was something he learned when he was first elected and was related to the salary the employees made.

California Federation Meeting:

President Ingram announced that it was now time to take care of the Federation's business. We have some requirements, and one is that the President and the Treasurer each need to give an annual report, at the Training meeting in off convention years, and at the convention on convention years.

She explained that the bylaws were changed at the 2019 convention to reflect the National changes allowing for optional chapter membership and one-member-one-vote. National Only members are allowed to be in the Federation and the name of the Federation had the words "of Chapters" removed so the initials are now just CSF, not CSFC. These changes were incorporated in the planning of this convention. We no longer had delegates and proxies. Another change coming on is the final development and incorporation of the AMS. You can still get access to the old system for a while, but it will be going away. The data in it has not been updated for two years, but if a chapter wants this historical data, they need to download it in some form. This is a problem for the Federation as well as chapters and very frustrating. It has been discussed at the Federation Presidents' meetings and suggestions made for what is needed. There will now be four Federation Presidents' meetings instead of one each year. The AMS system was not supposed to be rolled out until it was perfected, but it did come out with many problems anyway.

She talked about plans that were made, mostly by Executive Vice President Yoggi Riley, for the semi-annual Training Meetings, with one in the north and one in the south part of the state. Unfortunately, those had to be cancelled because of the growth in the pandemic. It was later done by Zoom but with much lower participation. She said that thirteen Federation board meetings have been done virtually since then and that this convention planning was done virtually except for one face to face board meeting here (SLO Embassy Suites) in June and one prior trip by the co-chairs before that. There was discussion about the use of Zoom for chapter meetings and that some DVPs have a license that they can share with chapters in their district. She talked about the number of chapters that have been closed and the loss of members and how that has a negative effect on the organization. There had been 104 chapters and there are now 61, 18,000 members and as of October 18th, 12,212. We have a really good closing process procedure that other Federations want to use, but what we need is a triage plan to help keep chapters open. She mentioned that last night at the District VIII Caucus, it was discussed that the Fresno Chapter had been closed and it had 250 members at the time. How can a Chapter be closed with that many members? There must be some who would step up to take leadership positions if asked. There was a person at the meeting who said he would be willing to be President, so we need to work on a way to reconstitute the chapter.

The strengths are our dedicated members and a healthy budget. The problems are the aging membership, declining numbers, the AMS program, and a lack of management ability. Opportunities: Zoom can expand opportunity to attend meetings. How can we do a hybrid system to increase opportunities for more to be involved? The tax parity issue is a direct link to the pocketbook of our members. Threats: declining membership, decline of financial strength because of decline in membership. We need to get National Only members back who did not intend to be moved to National Only.

She said that was her report to us.

Treasurer's Annual Report: Gerald (Jerry) Hall began his report by saying that he has never been a treasurer before but took a leap of faith and is finding it very interesting and challenging. He said that he can tell us just how much money we had as of 10/17/21. The checking account had \$182,684.79 and the Fixed Term CD had \$50,938.94. This is a total of \$233,623.73.

He talked about the importance of recruitment to keep money coming in. It sounds like we have a lot now but that is because we have not spent much in the past two years because of covid. It bothered him that someone said we are not addressing the needs of chapters. We need to be more aggressive about doing something about problems. We are only the second Federation to have a face-to-face meeting since covid. He feels that this was really an accomplishment. He talked about where our money comes from. He said that messages come that say we are receiving money, but with no explanation why or what it is coming from. It is from the 10% fund but does not say how they come up with the amount. The Federation also receives money from chapters in the form of per capita dues. It is \$1.00 per member. This tax of chapters is used to put on conventions and training and possibly Zoom. The money comes from members and the board must decide how to spend it. The money is totally dependent on membership, so the decline is a problem. In January of 2020, we had 8,580 chapter members. Last Sunday (October 17th) we had only 6,599. We can't look back and find members. In January of 2020 we had only 6,966 National Only members and currently there are 6,515. We need to figure out a way to get them involved. We will receive less money next year if membership keeps declining. We can get members if we work at it.

Projections for the coming Fiscal Year suggest a slow return to in person meetings and significant expenses for this October Convention. The increase in money from this last year will not happen again. The Federation will be challenged significantly in the years to come to provide services to its members with a constantly reducing source of income. Treasurer Hall said chapters should contact their DVP if they have problems that they need help with. The leadership is here to spend your money on you. A written copy of this report is attached to these minutes.

Nominations and Election of Federation Officers: Nominations Committee Chair Robert Davidson II explained that there are two groups, the Federation officers and the DVPs. Then he talked about the election process and then named the current officers. They are President, Linda Ingram; Executive Vice President, Yoggi Riley; Treasurer, Gerald Hall; and Secretary, Sandra Griffin. He explained that they had each agreed to be renominated and to continue to serve if there were no further nominations. He opened the nominations for each position, one at a time. He first called for nominations for President. He repeated each request for nominations for each office three times as required. Hearing none, the nominations were closed. Chair Davidson II stated that in consulting Robert's Rules of Order, he found that if only one person is nominated for each office, a motion can be made to vote by acclamation. Patricia Dlarzelere from Chapter 1317 made the motion and Carol Maggio from Chapter 400 seconded. The vote by acclamation to re-elect all was unanimous.

Nominations Chair Davidson then announced the results of the DVP elections in the eight district caucuses. The results were:

District I - Dave Southworth (There was a comment that this was the first time in twenty years that the DVP I

is not a Davidson)

District II - Gregg Pericich

District III - Gloria Deets-Breyer

District IV - Ronald Griffin

District V - Pauline Jue

District VI - Dottie Schmidt (but looking for a replacement as has held this position for several terms)

District VII - VII Robert Martin (for health reasons, needs a replacement)

Bylaws and Resolutions: President Ingram spoke of the bylaws that were adopted at the 2019 convention. These were reviewed and some cosmetic changes were made that did not require a vote. She introduced Robert Davidson (Old Bob) from the Palomar Chapter 455, the Bylaws and Resolutions chairman. He reminded everyone about the short time we had to plan this convention because of the current pandemic and that this was also a reason why there was not time to call for more resolutions or amendments. He said that like the Nominating Committee, which was a committee of one, he too was a committee of one for Bylaws and Resolutions. Bob told the members attending to take out the blue folder that was in each convention bag and to find the sheet with the proposed amendment. The proposed Bylaw/Convention Resolution was explained and had been recommended by Bob and the Federation Board. A copy of this sheet is attached to these minutes. The recommended change was to Article X, Section 1 of the Bylaws that had been adopted at the 2019 Convention. The change would be in the second sentence and would be to delete the words "by ballot". He explained that he had "done a dumb thing" by putting those words in those bylaws because that would require a "ballot" vote on all motions, no matter how trivial. In reviewing Robert's Rules, he has since found that it says that it should not say "by ballot". The presiding official can decide how to vote unless there is a motion from the floor to ask for a ballot. The vote was taken by raising of vote cards issued to the members, but not to guests. The proposed amendment was adopted unanimously. There is also a copy of the full bylaws with the amendment attached to these minutes.

Just before our lunch break, the hotel staff was to be introduced, but while waiting for them to be brought in, President Ingram had some comments, some about the great support we have had from the staff. Secretary Sandy Griffin asked to speak briefly. She commented that the convention committee had met weekly by Zoom for at least the past three months and had one meeting in SLO. She also requested that to save money on future conventions, the attendees were asked to please turn in their badge holder at the convention end. Those attending the banquet could keep theirs until then since their tickets were held in them.

Convention cochair Ron Griffin then introduced the major hotel staff that had been so helpful through our planning process and the convention itself. We even sang Happy Birthday to one of them. Our Zooms and videos would not have worked so well without him and his knowledge of all their audio/visual equipment.

There was still a half hour before the scheduled lunch break so President Ingram announced that there was an evaluation form being handed out by the Sergeant at Arms team that should be filled out and turned in at the end of the day. The information will help in future planning. There will also be a survey through Survey Monkey that will be sent to all members, not just those who attended this convention.

DVP II Gregg Pericich explained how the basket drawings would be done after the close of the convention later that day. President Ingram explained why the drawing was different. We had discovered that we could not do a drawing where people had to buy tickets for a chance to win.

President Ingram said there was still time for a Centennial Talk

Steve Walter said that while we were waiting for the projector to work, we should sing Happy Birthday to member Silvia Tomassini.

Cochair Steve Walter presented the second Centennial Talk that had been postponed the day before. It covered the period from 1946 to 1970. This was when the “Baby Boomers” (1946 – 1964) were born and became the largest generation. These eighteen years had a huge effect on our country. Television began to become part of every day for most people. This period had its bad parts too. It was the beginning of the Cold War as Communism grew. The “Police Action” with North Korea took place but was not a declared war even though it lasted for several years. It was also against the Soviet Union. School children were practicing air raid drills in many places.

A form of national health care was proposed by JFK, but he died before it was implemented. Insurance for retired workers was developed because after retiring, they had no help with health care costs.

The Post Office also helped by automating mail sorting. Research dollars helped optical recognition software which is used in so many ways. Computers began to be developed and a piece of wood was used for the first mouse. The first internet connections research was done with federal dollars. NASA developments led to the first man on the moon, which was inspired by the beep of Sputnik. It took eight or nine years and then those trips ended in the 1970s. One of the most poignant photos was from Christmas Eve in 1968 which was of the Earth rise over the moon.

Another bad thing that happened near the end of that period was the Santa Barbara Oil spill which killed a lot of wildlife. The good thing about that was that it led to the environmental movement and the first Earth Day a year later.

There was still some time, so it was agreed for Steve to go on to present the next Centennial talk which covered the period from 1971 – 1996.

1970 emphasized the need to get in control of the environment. The Environmental Protection Agency (EPA) was formed, and we became aware of the need for clean air. California was one of the first state to outlaw lead in gasoline and created a formula that worked without it. In 1972 we became aware of the need for clean water. In the 50s and 60s there had been rivers that would burst into flames because of pollutants. You would not want to eat any fish from these waters. Many species became extinct, and some were still endangered so the Endangered Species Act helped many to recover, such as the bald eagle, which is no longer endangered. The Department of Energy came along in 1977. Another problem with oil was the “Oil Embargo” which caused gasoline shortages and the price jumped 400%. Oil went from \$3 to \$12.00 a barrel. The oil reserves got stabilized. They also took over nuclear energy. Nuclear power plants looked like a good thing until Three Mile Island and some other disasters in other parts of the world. Jimmy Carter helped push energy alternatives, such as solar and he put solar on the White House. Another form of alternative energy would be geothermal. Plate tectonics involves the energy that could be found between the plates or tectonic vents. These are also places known for earthquakes. Basic atom studies became important such as the linear accelerator along Hwy 280. There are now fusion activators such as the Livermore Labs could power the whole bay area if the technology is developed. The Feds are working with universities to do research.

One of President Reagan’s most famous Cold War speeches was given in June of 1987. He challenged “Mr. Gorbachev, tear down this wall”. This was a turning point in the Cold War. Steve then showed graphs of the numbers of Federal employees from the 1940s and the military numbers. The military numbers show more fluctuation, depending on the situations around the world. The Federal civilian employee levels grew partly because of new needs and as the population increased. These levels show a steadier increase as the population grows, with increasing diverse needs, and new agencies are formed. These events and actions all demonstrate the importance of the Federal workforce.

After Steve Walter's presentation, we recessed for lunch at 12:05. Lunch was on your own that day.

We were reconvened at 1:40.

President Ingram invited the attending Regional Vice Presidents to speak to us.

Robert Ruskamp, RVP for our Region VIII, said that he was originally skeptical about attending because of Covid. He said that he was impressed by the way the convention was running. He commented that being an RVP has been interesting. There is lots to work on including the FEDcon22 and Bylaws. He said that we need more people to step up to the plate to serve as officers for the National organization as well as in Federations and chapters. We have until mid-February to announce candidacy for the election this year. The National Convention will be in Scottsdale, AZ. He stated that he is planning to continue on to another term.

President Ingram ask **Rodney Adelman, RVP for our neighboring region, Region VII** if he would also like to speak.

He said that he and his wife have enjoyed being here. He spoke about what the organization is accomplishing as he is on his fourth term on the National Executive Board (NEB). It happens that 60% of his members are National Only members. His region includes Nevada, Arizona, Wyoming, and Colorado. He said that the Wyoming Federation President actually lives in Colorado. What do we have that makes accomplishments possible? It is partly our reputation on the Hill. He said that we are known for standing up for our members and that when congressmen want to know something, they will come to us. We have a wide range of expertise and experience. He talked about the new branding of the organization. Some issues: He had chaired the Audit Committee for five years, which he thought was enough so recently resigned from that to give someone else a chance. We need to raise the non-dues income as we cannot keep raising dues and losing members. He thinks that National could only live for about five months on reserves. The problem of dropping membership has caused a loss of a million dollars each year. The high in membership was caused by the air traffic controller's strike. Since then, membership has been going down. There is a need to find ways of building up the reserves. The AMS is a problem as we all agree. The current cost of staffing and number of staff is a problem. There is concern about the amount of the director's salary and if it can be continued. The NEB has accomplished a lot. It had listed the building in Alexandria for sale for a year but got no bids until one later, but the party decided not to follow through. The building has its problems also. Because it is in an historic area, there are many restrictions on what can be done with it. It needs a lot of work so there are decisions that need to be made.

He talked about an article that came out last September on how the National organization election will be run. The FEDcon22 will be in Scottsdale, AZ in 2022. Nominations will be open and take place before the conference and hopefully posted on the website as they come in. He said that the FEDcon22 will have discussion and debate. The election will take place after the conference is finished. He also said that now we can comment and appeal if bylaws are turned down.

He said that he would be open for questions. The first was about what nonmember revenue is. He explained that it was non membership dues revenue such as the cards and calendars which bring in more money that is not from dues. There was a question about the possibility of putting some NARFE information in the retirement information package that new retirees get. Rodney explained that we used to get a list twice a year from OPM of retired employees from that year. They had to stop doing this because of other organizations

that wanted to also get lists. Another question was about insurance plans and how some plans are offered to federal employees and others are not. He explained that all insurance plans go through a screening process to be chosen. The difficulty of getting into agencies now when we used to be able to find new members this way was brought up. There is a problem of security and now Covid. Health fairs are also a problem now. DVP III Mary Venerable commented that a problem is that some people think that NARFE is a union. Rodney agreed and explained that being a 501C5 may be a reason for that, as we are nonprofit, but not tax deductible. There was a question as to why in the national organization election, if three or more are running for an office and none get a majority of the votes, why doesn't the person with the highest number of votes get elected? Rodney explained that the National bylaws say that a majority of the votes are required to be elected. He thinks this is because most people want to know that the leaders are approved by a majority of the members. He thanked us for having them and how much they had enjoyed being there.

President Ingram announced that now would be the time for the afternoon workshops and where they were located. The Leadership and Recruitment Workshop was to be in the Ballroom and the AMS System Workshop was to be in the Edna Room. Attendees had to choose which workshop to attend as these would not be repeated. After the workshops were over, we were to return to the Ballroom for the Federation Committee Reports.

I attended the **AMS Systems Workshop**, which was presented by Martha Raup, who is a member of Chapter 65 and represents Region VIII on the CAB, the Configuration Advisory Board. She said that she is not a "techie". She was a letter carrier and had retired in 2005. She took online courses and now loves computers. She went on to explain about the AMS, Association Management System. It is a data base, but on the NARFE Website, there is lots of information that is not really a data base. They have realized that the AMS does not do everything and that there is a need to add on to it. The intent was to get all data on one base, including Chapters, communities, Federations, Regions, the Website, and Web hosting. The NARFE CAB email address is: NARFECAB@gmail.com . Martha Raup's email address is: mailladyMartha@yahoo.com .

The company contracted to create the AMS is a company in India so the turn around time is about a week when any requests are made.

Data base information sections are:

- M110 - Membership summary
- M110s - Membership summary with Chapter detail
- M102 – 10% funds – to Federation
- M260 – Recruiter report, monthly
- M112 – Federation Activity Report
- Labels – Officers, Chapter members
- W101 – Dues withholding

Our help is needed to keep the data base clean. Purge unnecessary old data. They are trying to standardize data entries.

The Regional Vice Presidents (RVPs) recommend CAB members. There are 10 people on the CAB from all over the country. All Chapter codes are four digits long. There are CAB tools for NARFE. A request is in for an index.

There are tutorials to help learn how to use the AMS. at <https://tinyurl.com/NARFECAB>.

There is still information on the old system that can be downloaded but it will not be available too much longer. If we run into problems, we should contact our CAB representative. Many problems are still being worked on.

Higher Logic is a new way to outreach. WEB Hosting – Classic version is a way for Chapters and Districts to create websites. Contact Martha if you have any questions or ideas.

Chapter Leadership and Recruitment Workshop: presented by Forney Lundy, Linda Ingram, and Jerry Hall

Jerry Hall began by saying that rather than telling people what they had to do, with little details, they would talk about leadership. How to think of yourselves as leaders and how to work with membership. Leaders are people with a vision of what needs to be done and a knowledge of what we need to accomplish. There will be more training online and by Zoom for more of the details. He said that they were going to have the attendees listen to the speakers and then the speakers will listen to the attendees so when they do follow up, they will know how to help them. There are five areas that need to be covered. One area is Recruitment and Retention of members. Leaders have followers, so leaders must be able to inspire people to want to follow. Lead by example. We retain members by pushing “dues withholding”. Another area is to have a recruitment and retention plan and then evaluate it. How can we improve it? How can we do it during Covid? The last area is that leaders also need to monitor the membership lists to see if members have disappeared. Have a list of Life Members so you can compare it each month to see if anyone does not appear. Try to find out what happened to them.

Next, President Ingram talked about communication. She quoted Jerry by saying that leaders need to keep their members informed. For a long time, the only way was to produce and send a newsletter. Now there are other ways that are more personal, including emails and calls, and your website. So now there is no excuse for not keeping people informed. You can also use Facebook. Use the website if you have some techie people. The more opportunities you use to get people interested, the better. Go to health fairs etc. to show you are doing things. The last way is to use local media to get the word out. There are experts to help you set some of these options up.

Next, Forney Lundy talked about succession planning for officers. The best way to get to know your members is through a survey. You can ask a lot of things but asking about their work that they retired from is a good start. What kind of job did they have so you can know what their strengths are? Most importantly is that when a new person shows up at a meeting, you do not ask them to take an office immediately. Start with a committee or easier job. Get to know them and offer smaller jobs. When someone takes a position, have them think about who might be able to take over when you are done. Some people are shy so need to go slowly with them. Mary Venerable suggested interviewing members to get to know them and Forney said that you can also do this through your survey. Someone else suggested a writeup in the newsletter so everyone can get to know the new member. Forney also suggested sending a postcard to thank people when they paid their dues and could say how much we appreciate their membership even if they cannot attend meetings.

President Ingram said that the next thing that a chapter must have is leaders to provide service, Service Officers. Be sure that the members realize that this is available. All leaders should be able to answer basic questions. Watch through Facebook or other media to see if someone may need help. There are more technical questions that a Service officer would be needed to answer. The service officer should keep up to

date with new things that members may need to know. People do not always reach out when they need help, so leaders need to try to be aware. There are various areas that help may be needed. If someone asks a question that we do not know the answer to, let them know that you will try to find out or suggest where they could find an answer and check back to see if they found what they needed. Mary Venerable who was the Federation Service Officer Chair emphasized that every Chapter needs to have a Service Officer and the Service Officer Manual is helpful.

Jerry and Forney were finishing the presentation by talking about programs. Jerry pointed out that each chapter is different, so your programs need to reflect interests in your chapter. He said that he had recently had a program about a National Park. It was very good. Programs should encourage people to come. Members do not always know what other members did in their work life so programs from members can be interesting. In Salinas Forney says they usually have someone from the agriculture department because of the area. They have had programs on the gang problem. Some members are diabetic so have a program about that. He also had a program from someone who was flying on 9/11 so she talked about the experience of finding a place to land under the circumstances. Your members may be good sources of programs. Jerry says they are having a pilot at their next meeting. Jerry reminded of the possibility to have speakers present their program by Zoom.

Jerry said that they are going to have a pilot program for leaders on various subjects and the first will be a financial program. Gregg Pericich asked how they will get the word out? Jerry said there will be a list for people to sign up with their email address. If this works, there will be others and members can suggest subjects they would like to learn more about.

President Ingram also said that there is a booklet called the Chapter Officers Manual (F10) that talks about officer duties which was out of print but has recently been reprinted but is still going to be revised. You can get it online. Some copies were available at the workshop. There is a limit on how many can be ordered at a time.

Forney talked about checking membership lists to make sure no one has been reported as deceased when it is not true, and that Life Members do not get removed from chapters because of not paying their chapter dues when they were not notified to pay. Jerry thanked everyone for attending.

The general meeting was reconvened With the Closing Session.

President Ingram introduced the Alzheimer's coordinator., Connie Vickers. Connie reported that \$24.00 in donations had been collected today as well as some checks to be forwarded to the Alzheimer's Research headquarters. She said that National NARFE has met the \$14 million mark. She said that she is the Federation Level coordinator. She thanked all the Chapter coordinators and said that California is doing well in contributions to research. She reported that she had taken part in her chapter's walk a week ago. She suggested using social media to let people know about activities taking place in your area. The fiscal year for Alzheimer's starts in July and only the reports for July and August are available for this fiscal year so far. September is not available yet. Checks from chapters should be sent to Connie to pass on. Covid has been especially hard on Alzheimer's patients as socialization is important and patients are not good about wearing masks or other preventative measures. The Feds Fleet Feet team will walk on October 30. Sandy Mathias reported on that for the Central Coast chapter, 90% goes to support local services and 10% goes to research.

Connie reported that funding related to Alzheimer's has increased in thirty-nine countries and there have been eighty-five research projects since 1985. There are still lots of questions about causes. Some bio markers show up to indicate early Alzheimer's. A drug has been found, but it is very expensive and is not a cure. It slows down the progress. Some environmental causes have been suggested. Robert Golden spoke about his mother and how you lose the person twice, first mentally and then physically. Family members mostly do the caregiving. Progress and research have included memory tests and the importance of exercise and socialization have been emphasized. There is a partnership with Bill Gates which provides more funding. Last, Connie read a letter that had been sent to Ron Griffin by the wife of a member who has Alzheimer's. She sent it to explain why he would not be coming to the convention. It was very touching and showed the importance of the research that NARFE is helping to support.

The Legislation and Advocacy report was presented by National Legislation Chairman and Co convention Chair, Steve Walter. He reported on Legislation and CDLs (Congressional District Liaisons). He said that last year was a census year and California lost one representative and lines will be redrawn for districts. Next year (2022) is an election year again. In the last election year, we lost four representatives around the country who were for NARFE, so we need to try to regain some friends for NARFE. He mentioned again that Congressman Carbajal was very supportive of NARFE interests. Last year Steve led the first Zoom CDL meeting and will continue to have them this year. Zoom will really help CDL meetings as everyone hears the same things at the same time. CDLs can visit Representatives remotely, and they can include the Washington offices as well as the local ones. There are some Districts that still need CDLs. Check with Steve if you are interested in serving in this way.

NARFE PAC was explained by President Ingram. She said that our Federation needs a NARFE PAC coordinator and told us what the NARFE PAC coordinator does. The Federation Coordinator is responsible for educating Chapter NARFE PAC chairmen about NARFE PAC and recommends who to use funds to support at election time. The chapter chairman also encourages contributions to NARFE PAC. Chapter Chairmen and CDLs should attend congressional fund raisers to show NARFE support and share money if that congressional candidate is supportive of NARFE needs.

Next on the agenda was Steve Walter's last Centennial Talk, which covered the years from 1996 to 2020. He said that this was a bit of a personal history and problems as he was a seismologist with the United States geological Survey. Recordings of earth movement had been on paper and film so there was a delay of a day or two to get information out. He knew a guy who was a Marine who said that computers would do the job much faster. Then he started posting online. Then shake maps showed the strength of the shaking. It was found that areas of the strongest shaking probably had communications down. The maps could show areas that would need help. It could also be determined if the shaking was close to places like chemical plants. He explained P waves and S waves. Messages can be sent by smart phones and can send a message to fire houses to open the firehouse doors so trucks are not trapped inside. He showed a map that showed the San Andreas Fault with a P wave in purple and S wave in yellow. The red areas showed serious damage and black is a strong shaking. He had also worked for FEMA on risks such as terrorist attacks and earthquakes.

Another problem is that cars 100 years ago ran on gasoline and produced CO2 that is still here. 20 % of CO2 can stay for thousands of years. To see a graphic of CO2 in the atmosphere, go to Scripps University. At Mauna Loa in Hawaii, CO2 is monitored. In the summer months, plants take it in and then release it when the plants die.

In the recession years there was less greenhouse gasses. Research can go back to the 1700s by drilling down in ice to get bubbles that can have gasses measured in them. As temperatures go up, it affects the weather and there can be more flooding in some places and drought in others. Melting glaciers will raise the sea levels and cover land.

Electric cars are a solution to some of the gasses. In the next 100 years there needs to be work on solutions. San Francisco gets some of its electricity from geothermal energy from geysers. Steve was emphasizing the work of federal employees in all these areas and how that work has brought progress in the past 100 years.

Convention Closing: President Ingram gave a heads up that the next convention would be in 2023. She said that a convention survey would be coming through "Survey Monkey" to all members, whether they had attended or not. The attendees agreed that they wanted to continue having conventions, not conferences. The head of the Sergeant at Arms made some announcements.

Then the Sergeant at Arms Team did the Retiring of the Colors ceremony.

After the official adjournment, the attendees were asked to take out the red tickets that were given to everyone, and the basket drawing was done. The baskets had been donated by each District.

Respectfully submitted,
Sandra Griffin
Convention Recording Secretary

