

The Official Publication of the Missouri National Active and Retired Federal Employees

Let’s put an end to this pandemic



EMERSON KRETZER
Missouri Federation President

It’s hard to believe we are still talking about and dealing with the pandemic virus after a year. Our hope is that with the vaccines now coming out, we will finally be able to get back to somewhat normal living again. Hopefully by the middle of the year, we will have enough people vaccinated. Let’s put an end to this pandemic with everyone’s help and cooperation.

Caring for the Caregiver: 14% of our 65 years and older population has an average life expectancy of 19 years (20.3 women & 17.4 men). In 2020, the 65 years and older age group accounted for 20% of the population. Caregivers do a wide variety of tasks: assist with daily living activities: provide transportation, do housework, manage finances, shop and do meal preparation, and arrange for medical appointments. Currently there are approximately 43.5 million caregivers with an average age of 49. These services have an economic impact estimate of \$470 billion with an average of 24.4 hours spent per week giving care. Eighty-five percent of caregivers are caring for a relative or a loved one. In order to be a good caregiver, you must first take care of yourself. Give yourself credit for what you can do, not beat yourself up for things you can’t. Do you know that 75 to 90 percent of doctor visits are related to stress? The signs of caregiver stress: physical- headaches and problems sleeping; emotional- guilt, anger, anxiety, and depression; mental- forgetfulness and loss of focus; interpersonal- withdrawal, isolation, and sensitivity; spiritual- loss of meaning, purpose, and hope. These thoughts are signs for concern: “I don’t feel like talking to or seeing anyone today;” “It’s just too much;” “ I’ve been eating or sleeping weirdly lately.” Optimal wellness includes the following: have a purpose; be emotional; be physical; be social; be spiritual; be intellectual. Many caregivers believe time spent helping others is a time of new understanding and deep personal growth. They believe they have learned compassion, patience, the value of small conversation, and the process of slowing down. Remember, in order to be a good caregiver, you must be able to take care of yourself first.

Be prepared for life events: These are some things we don’t like to think or talk about, but are an essential part of all our lives. Coping with COVID-19: know what to do if you get sick; know where and how to get treatment; make sure you are isolating and quarantining to prevent spreading the virus to others.

Take care of your emotional health and your body. Take deep breaths, stretch, or meditate. Try to eat healthy and balanced meals. Make time to unwind and connect with others. Get plenty of sleep and avoid excessive alcohol and drugs. Connect with community or faith-based organizations. Your family will thank you and you will feel so much better!

Complete NARFE’s F100 Be Prepared for Life’s Events – What Your Survivors Should Know (www.narfe.org/pdf/f-100fill.pdf). De clutter! Keep your password list up to date. Plan and prepay your funeral. Have a living will and a medical directive. Notify OPM to report the death of an annuitant with SF 2800 (CSRS) and SF 3104 or

3104B (FERS). For the death of a retiree, monies will be paid to your beneficiaries. For the death of a spouse or death of a former spouse with a court order, the retiree could restore their retirement to unreduced. One very serious thing to remember, the retiree must select survivor benefits in order for the spouse to be eligible for any FEHBP health insurance either by 25% or 50% reduction. You would also have to notify TSP and Social Security offices.

It would be beneficial to have someone help you with notifying these agencies for support and ask questions you might not think of during your time of grief. Also beneficial would be a master list of all financial and insurance records kept up to date.

In closing, I pray that you all stay safe and healthy until such time as we are able to finally meet in person again.

The Missouri Federation Executive Board invites you to ZOOM to the MO NARFE Federation 2021 Annual Conference on April 22, 2021!

The Missouri Federation Executive Board of NARFE begins its quarterly meeting at 9:30 a.m. followed by the 2021 Missouri Annual Meeting. Meeting and Conference agenda is still being determined.

Information for ZOOM login will follow. Watch your email inbox for a message telling you how to login.

Winter greetings!

SHERRY HASKINS
1st Vice President & Legislative Chair

Winter Greetings.

I’m compelled to resist sticking to “just the facts” in this quarter’s report. Rather, I’d like to offer a few personal thoughts. (Note that these are mine alone, not those of the Federation Executive Board (FEB) or the Missouri Federation.)

First, I’m sending much love to Federation members, families, and friends who have contracted COVID-19 – or, heaven forbid, who have lost a loved one to this dreaded disease. My dear uncle died on Thanksgiving, just 10 days after testing positive.

Second, thank you to those citizens and their elected representatives who have courageously supported democratic processes and institutions these past several months. Whether we are 28 years old or 88 years young, the work of protecting our republic rests on each of our shoulders.



Third, many thanks to our federation Congressional District Leaders (CDLs) and chapter officers who continue to reach out to NARFE chapter and national members residing in Missouri.

Next, recognizing the emotional and physical benefits of service and connection, I encourage Federation members to participate in upcoming NARFE meetings and conferences. In the November/December NARFE Insider (a bimonthly newsletter published by NARFE headquarters for association officials/leaders), Barbara Sido, Executive Director, stated,

“We’re in the process of evaluating the best path forward for our Centennial Gala and our biennial Legislative Training Conference—LEG-con21—given the ongoing uncertainty around

(See *Greetings*, page 4)

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- Office of Personnel Management (OPM); Retirement Matters & Report of Death: 1-888-767-6738 • retire@opm.gov
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- Members Records (Email or Address Change): 1-800-456-8410 • memberrecords@narfe.org
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 - Congressional Voting Records: www.votesmart.org • www.issues2000.org

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Contributor's Instructions: *The Missouri NARFE News*, The Official Publication of the Missouri National Active and Retired Federal Employees will be in print every third month (tri-monthly). To ensure a quality product we need help and support from you, the members. Material may be edited for grammar, clarity and length. Because of the volume, they will not be acknowledged. Please use the following instructions as a guide for your article submissions. If you have questions please feel free to contact the Editor.

It is incumbent on all federation officers to submit appropriate articles and pictures of events occurring in their area of responsibility. Chapter officers and members are encouraged to submit brief articles and pictures of general interest about Chapter happenings.

Please identify the event and the individuals in the picture and mark the Chapter number on the back of each photo. Photos cannot be returned, so you should not send originals. Articles related to legislative matters and recruiting techniques are especially encouraged. All materials should be submitted to the Editor, Mary Lamping, 117 N. Van Buren Ave, Kirkwood, MO 63122, or MLMary47@gmail.com. You are encouraged to use email as much as possible to submit your articles. Articles should be submitted in MS WORD or WORKS (either by mail or email attachment) to the Editor. If you cannot submit in Word or Works, copy and paste the article in the text of an email. Typed, single-spaced material is also acceptable. In order to meet the publisher's deadline, the editor must receive material no later than the date published in the Editor's box on the next page.

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Federal Income Tax: Dues payments and gifts or contributions to NARFE are not deductible as charitable contributions for federal income tax purposes. Membership dues include subscription to this newspaper.



The Missouri NARFE News

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Greetings

(Continued from page 1)

holding larger gatherings and whether legislators will be engaging in face-to-face meetings on Capitol Hill. Both are scheduled to take place in Washington, DC, in the early summertime, but, as we learned from our FEDcon20 experience, planning events during an ongoing pandemic is tricky. Our goal is to balance the live, in-person event with a robust virtual experience so that you can connect with us—and your legislators— regardless of how the

outbreak continues to unfold. Stay tuned for updates in the coming weeks.”

Ms. Sido also offered the following thoughts:

“NARFE’s nonpartisan stance means that we help build common-ground, common-sense federal workforce and retirement policy, regardless of the party carrying out that policy. More generally, the spirit of nonpartisanship

has the potential to unite our weary nation as we work toward the common good. NARFE’s Centennial activities will pay tribute to a century of public service—a timely reminder of how nonpartisan public service benefits us all.”

Finally, as always, thank you, Missouri NARFE members, for your advocacy efforts. Stay safe.

Happy New Year my fellow NARFE members!



LAURA COWART
2nd VP - Membership

It’s a new dawn, a new day and above all it’s a new year! Happy New Year my fellow NARFE members!

As the 117th Congress begins and the 46th President, Joseph R. Biden, Jr. takes office, we must be hopeful. There are so many issues on the horizon with the Pandemic of 2020 on most everyone’s minds. Let us hope and wish for a day when we can meet together again. Not only as families but as friends too. It’s been far too long since many of us have had any social interaction, and it’s much needed for us all! I am personally looking forward to a real HUGE warm hug from my children and grandchildren.

Now ~ As mentioned in my last report, every state had a FEEA scholarship winner in 2020. The Region V overall winner was Madeleine Rimmer, Overland Park, KS. Her sponsor, Etta Allen joined the NARFE, Chapter 1162 in Shawnee Mission in 1987 and she is a “dues withholding” member! Congratulations to Madeleine and Etta.

The 2021 FEEA scholarship application is now available on www.narfe.org. Login as a member and go to the NARFE home page and scroll down on the left until you see FEEA. Click on this link and it will take you to the FEEA home page where you will see a link to Scholarships. This will provide you all the information you need to submit an application for the 2021 scholarship. Remember, scholarships are available to children, grandchildren and yes, great grandchildren!

Also, while you are in FEEA, visit the other programs i.e., Emergency Loans, Disaster Relief, etc. to see what other programs are offered to Federal employees both active and retired.

2nd VP- Membership report

During the Fall Membership Recruitment Drive, the MO Federation approved the payment of a 1-year membership fee of \$40.00 to any Federal employee, active or retired. Sadly, we did not see the results we were hoping for. During the Fall drive, (16) new members joined NARFE for the very first time. These (16) new members were recruited by (8) members of NARFE. As a Federation, our membership as of January 15, 2021, has 1,799

chapter members and 1,510 national-only members for a grand total of 3,309 members in Missouri.

If you have been a member for a long time, you can see how fast our membership is dropping and it’s imperative we keep trying and trying to recruit more members. Although, the Federation paid the \$40.00 membership fee for a Missouri resident, this doesn’t disqualify you from reaching out to others you know from anywhere across the country to join NARFE. NARFE needs members now!

The increase in membership fee of \$48.00 effective January 1, 2021, will affect renewals, there is no doubt. One thing, as an annuitant or annuitant spouse, you can do to lower your membership fee is to become a “dues withholding” member. The small membership fee is taken from your monthly annuitant check, and it can cover both the national and chapter dues. It’s so simple and there is no more need for a yearly renewal. It is automatically renewed until you cancel. It costs less, too, than the \$48.00 membership fee!

Remember, one of NARFE’s many goals is to continue to fight for earned pay and benefits for all of us.

Stay well, healthy and strong.

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Configuration Advisory Board (CAB) huh?

LAURA COWART
Immediate Past President

I know I have asked that question myself. If you have never heard of CAB, I'm here to try and explain what and who CAB is and how they help with technology issues. The CAB role became really important with the establishment of the new computer reporting program known as the AMS system.

Although many of you were not aware of this board, we are here to help! Each of the 10 Regions in NARFE has a CAB representative. As of November 2020, I became the Region V representative recommended by Re-

gion V Vice-President, Cindy Reneé Blythe and appointed by Ken Thomas, NARFE President. This position was previously held by Dennis Grossnickle. Region V is made up of 7 states – Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota.

We meet virtually via “Go To Meeting” the first Monday of each month with staff from headquarters, primarily Ken Thomas, Kathryn Hensley and Johann DeCastro.

So, how do we operate? With the new AMS system, it was determined right away that a new program was needed to log all of the issues/concerns that faced the field each and every day. Prior to my coming on board as a CAB member, the board recommended, received approval and payment for a system called “Backlog”.

Backlog allows CAB members to enter issues we receive from our Region. We then track and stay abreast of what is happening with this issue/concern at HQ.

With all of the above being said, I encourage all officers to review their chapter’s membership and if they find any type discrepancy to send me a detailed email describing the problem. I will input it into the Backlog system for resolution.

Please contact me with questions/issues/concerns. My contact information is below.

Laura Cowart, Region V CAB member,
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Region 5 Vice President report - January 2021



CINDY BLYTHE
Region 5 Vice President

- I attended two National Executive Board (NEB) Meetings this month. The topic of the first meeting was the current situation regarding the Region Vice-President compensation.
- o The FLSA changed standard salary level for exempt employees effective January 1, 2020. That change increased the salary level to \$684 per week or \$35,568 annually.
- o The current RVP salary is below that and the recently passed bylaw change that reduces the RVP salary by 50% really drops below the standard salary level.
- o The RVP's are not allowed to discuss or make any decision regarding our salary, or future salaries, under our Conflict-of-Interest clause.
- o What we are trying to discuss is whether the RVP's should remain as exempt employees of NARFE or

- be classified as independent contractors.
- o This entire situation now brings into question the validity of the bylaw change. Should that be rescinded; how do we go about getting that accomplished? Or do we just notify the membership that the bylaw change was illegal due to the FLSA ruling?
 - o No real decision could be made. The decision has been left to Ken Thomas.
 - The second NEB meeting was to accept the Proposed 2021 Budget. The NEB passed a motion in 2019 that any budgets proposed for adoption must be balanced. This expectation is difficult and cannot be attained in just one year. Our budget situation has become a concern; long gone are the days when NARFE could spend and spend and not worry about the incoming amounts. The proposed budget presented has a negative balance but that is not unexpected. Because of the pandemic, attendance at FEDCon 20 was less than expected and the same will occur with LEGCon 21. The Executive Director has taken great strides to reduce the deficit; eliminated positions at HQ and hired personnel with exceptional credentials. The RVP's have eliminated their travel expenses and given up other expenses.

- The proposed budget was accepted and passed.
- We all know the current volatile political situation. NARFE has received numerous email messages from members asking, no insisting, that NARFE as an organization no longer provide monetary support to the members of the House or Representatives or Congress involved with the electoral vote and/or Texas legal fight.
 - o I have contacted Jessica asking for her take on the situation. Due to her workload, I haven't received her comments yet.
 - o NARFE will have to take a stand on this. Members already have very strong opinions on who receives financial support from their donations, and this only makes the entire topic more volatile.
 - I have received some inquiries regarding CONK. I have been talking to the Communications Department in HQ about holding CONK virtually. I don't feel that with the COVID virus, holding the conference in-person is the best choice. I'll keep you all informed.

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NARFE Missouri Federation Executive Board (FEB)

Minutes of the 2020-2021 Fourth quarter meeting January 28, 2021 – *held via Zoom*

GARY ANDREW MO Federation Secretary



President Emerson Kretzer called the meeting to order at 9:32 a.m. A moment of silent reflection immediately followed.

The Pledge of Allegiance was recited.

Secretary Gary Andrew called the roll. Absent was Elbert Williams.

Linda Kurz moved to approve the October FEB minutes, but with corrections to what was previously distributed. The motion was seconded and carried.

The correction was to delete the sentence on page 2: "Emerson requested that Linda also contact the chapter to see if she could advise." This was in reference to Chapter 991.

Treasurer Marcy Nelson's reports (narrative and spreadsheet) were previously distributed. The Federation account as of 12/31/20 stands at \$36,880.70. She advised NARFE HQ of new memberships. The HQ report has yet to be updated. The Federation sent out the ten-dollar recruiting bonuses. There was a discussion with regard to errant treasury figures published in the newsletter. Mary Lamping will speak to the publisher about the issue.

Region V Field Vice-President Cindy Renee' Blythe's report was previously distributed. Upcoming National Executive Board (NEB) (virtual) meetings are slated for February 12 and 26. One must register to observe. One of the issues for the board to discuss will be the new Policy Manual. There was a discussion about the drop in membership. Due to a number of factors, NARFE is running a deficit budget. One reason is that costs pertaining to FedCon and LegCon were paid. Barbara Sido, NARFE Executive Director has done an admirable job of cutting expenses. It may be several years before NARFE sees a balanced budget. As for the national website, NARFE is working on a membership report that will iron data compilation issues. There was a discussion about NARFE-PAC. A number of members are reluctant to contribute due to politicization despite NARFE-PAC contributing funds to both parties.

President Emerson Kretzer's report was previously distributed. He advised the board that President Biden rescinded the Schedule F executive order that had been signed by the previous administration. (Schedule F created a new federal employment category that threatened to politicize federal jobs.)

1st VP/National Legislative Chair Sherry Haskins' report was previously distributed.

2nd VP/Immediate Past President/Membership Chair/FEEA Coordinator Laura Cowart's report was previously distributed. She reported that despite great effort by the Federation, only sixteen new members were signed up, recruited by just eight current members. The Federation will pay first-year dues for these new members. One renewing member reported to Laura that he had a less than easy experience with NARFE HQ in that he felt pressured to pay via dues withholding instead of making a single annual payment. Laura advised the board that she has replaced Dennis Grossnickle as the Region V representative to the Configuration Advisory Board (CAB). The change came at the request of Region V VP Cindy Renee' Blythe and approved by NARFE President Ken Thomas. The CAB interfaces with NARFE HQ IT with regard to resolving problems with the national/federation website.

1st CDL Craig Pettibone's report was previously distributed. Craig informed the board that he placed recruiting ads in local community newspapers, but received no responses. He has been in contact with the Operations Director for Representative Cori Bush. He is hoping for a meeting in the near future. There was a short discussion about the NES (NARFE Email System) and its many problems. Laura told the board that NES does not work with the outgoing AMS system.

2nd CDL Linda Kurz's report was previously distributed. She informed the board that she receives email on a daily basis from Ann Wagner's office with regard to campaigning for other representatives. To encourage easier membership renewal, Linda advised that we communicate with members just prior to the expiration of their membership and suggest that they sign up for dues withholding. Chapter 2071 will meet in person (if able) on February 4.

3rd CDL/State Legislative Chair Stephen Price's report was previously distributed. Stephen has been in contact with Chapter 991, Washington, MO with regard to its

closing. Once closed, members will transfer to the State Chapter. Stephen has received chapter financial records from Treasurer Roger Davis covering the years 2018 and 2019. He asked the board what additional steps he needed to perform to finalize the closure. Cindy advised that only the Federation President could close chapters. Emerson will now take the necessary steps to close Chapter 991.

4th CDL Maxine Rodriguez's report was previously distributed. Maxine has contacted chapters in her district, but has not received any responses.

5th CDL Joanne Collins' report was previously distributed. She reports that District 5 is doing well.

6th CDL Joseph Manno's report was previously distributed. Joe has been in contact with the chapters in his district. He states that many people are scared to go out (due to the pandemic).

7th CDL Paul Mosbaugh did not submit a report. He has been having problems with his email service. He sent newsletters out to members on his mailing list. Six were returned unopened most likely due to the NARFE website member list not being up to date. He received no responses from his newsletter.

8th CDL Walter Cowart's report was previously distributed. At the last meeting of Chapter 11 via Zoom, a dozen people attended. There are three chapters in District 8. He attempts contact with them, but does not hear back.

Alzheimer's Coordinator Lois Nowlin's report was previously distributed. She reported that NARFE has contributed \$13,700,196.60 in support of Alzheimer's as of 12/31/20, just short of the \$14 million goal. Updated figures will be reported in March 2021. The 2020 Walk To End Alzheimer's brought in \$2,695, considerably less than the year before. Federal Research funding has reached \$3.1 billion. Research drug Aducanumab is before the FDA hoping for approval. This drug would be the first to aid in treatment and suppression of the disease. With regard to donations made by federation chapters in the reporting period ending 12/31/20, Chapter 1915 contributed the highest per capita in the amount of \$5; highest total in the reporting period went to Chapter 11, contributing \$600. Total donations by the federation came to \$1,796. Contribution amounts found the Missouri Federation ranked 3rd in Region V and the region ranked 5th.

(See *Meeting*, page 8)



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Meeting

(Continued from page 7)

NARFE-PAC Coordinator Elbert Williams’ report will be distributed post-board meeting.

Newsletter Editor Mary Lamping did not submit a report. She will check with the publisher with regard to making sure financial figures published in the newsletter are the same as what is reported by our treasurer. Mary believes that the late arrival of the newsletter to members’ homes is due primarily to the current slowness of mail delivery being experienced throughout the nation.

Public Relations/Webmaster Michele Brown did not submit a report. She informed the board that the latest newsletter is now on the federation website. There was a short discussion about website management. As a follow up, Michele will research who uses our website and how often. The last analysis of this data was in July 2020. Currently, the Federation pays only for the domain name. Service Officer Ronny Lenzy’s report was previously distributed.

NEW BUSINESS

1) – 2021 Annual Conference – There was a lengthy discussion with regard to our April conference. The conference (virtually held due to the pandemic) and our 1st Quarter Executive Board meeting will be the same day. Cindy reminded the board that the only reporting requirements for the conference are reports from the president, treasurer and secretary. Cindy described how the Kansas Federation presented a virtual conference last year. The federation used the NARFE NES email system and newsletters to communicate with members. Discussion continued focusing on the technological aspects of putting on such a meeting. The board believes that the Zoom platform

will suffice. Gary informed the board that he has already received email from possible sponsors. He is the contact person for the federation as it relates to communicating with interested sponsors for the conference. Gary also requested that the board look into establishing a conference committee to address the logistics of presenting an interactive annual conference. The board meeting would take place after the conference and federation members could observe online. The Annual Conference Committee consists of Laura Cowart, Sherry Haskins, Michele Brown, Marcy Nelson, Mary Lamping and Gary Andrew. President Emerson Kretzer will be kept apprised of conference planning and actions.

2) – Board Reports in Federation Newsletter – Discussion was based on timing of the when the newsletter is received by members and the submission of board reports. The newsletter is sent to members about two months after a board meeting, making the reports in the newsletter old news. A number of members complained that they received their newsletter late including one member who missed the opportunity to tell a friend about the free 1-year membership for new members offered last fall by the board. Discussion then went on to how the timeline between getting reports to Mary Lamping (Newsletter Editor) and the publication of the newsletter could be shortened. Gary brought up the point that as Federation Secretary, he would have the brunt of the responsibility to shorten the timeline because his board minutes are the last writing forwarded to Mary (after writing them and getting them approved by the board) before the newsletter goes to press.

Linda Kurz moved to change the publishing date (two

weeks from today (2/11/21)) to decrease the time between submission of reports by board members and executive board minutes to the newsletter and their publication. Laura seconded the motion and it carried.

Mary will confer with the publisher at the request of President Kretzer.

3) – Chapter Per Capita Payments – The issue here was why chapters are required (per By-law) to pay Per Capita dues (to the Federation) when most chapters are not meeting and membership is down. Additionally, the Federation has cut expenses dramatically in part by not meeting in person.

Joe Manno moved to waive the Per Capita requirement. The motion was seconded with further discussion.

A revised motion was introduced.

Marcy Nelson moved to set the Per Capita payment at \$0 for 2021. The motion carried.

Marcy will send letters out to chapters explaining this change.

4) – Archiving Update – Gary updated the board with regard to his progress of scanning and digitally archiving executive board minutes and reports from years past. So far, documents have been archived back to 2000 and backups have been made. This project is ongoing.

Motion by Joe Manno: Call to adjourn the meeting at 12:05 p.m. The motion was seconded and carried.

Next FEB meeting and Annual Conference: Online via Zoom on April 22, 2021 at 9:30 a.m.

MONARFE Treasurer’s Report — by Marcy Nelson



October 1 - December 31, 2020



Checking Balance: October 1, 2020\$19,023.95
Receipts: October - December 2020\$3,271.30
Disbursements: October - December 2020\$1,610.57
Checking Balance: December 31, 2020.....\$20,684.68

CD Balance: October 1, 2020\$16,187.91
Interest earned.....\$8.16
CD Balance: December 31, 2020.....\$16,196.07

Total Accounts\$36,880.75

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Keep up with NARFE's legislative priorities

**CRAIG PETTIBONE**

District 1 CDL

C 112 Zoom Chapter Meetings: As President of Chapter 112, Greater St. Louis Area, I have led my chapter into conducting virtual Zoom meetings each month in lieu of in person meetings during the Covid-19 virus pandemic. This has

worked well for both monthly chapter board meetings and full chapter meetings. We have invited members of neighboring St. Louis Area chapters C 1240, 1278, and 2071 to join us at noon on the 2nd Tuesday of each month while their chapters are not meeting, and some members of each chapter have joined us. Also, we have invited MO-1 National Only members to join us. We arrange a speaker for each meeting. Speakers use the Zoom "Share" function to share slides with us as they make their presentation.

Our October 13 speaker was Susan Allgood, Relationship Manager, Aetna Federal Plans, speaking about the Aetna Health Benefits Plans. Our speaker for November 10 was Kim Corlew, Field Service Consultant, FEHB, speaking about the Blue Cross-Blue Shield Health Benefits Plans. For our annual Holiday Party on December 8, we provided a special program featuring a 55-minute video by the St. Louis rooted Big Muddy Dance Company about the legendary and sometimes mysterious Lemp Brewing Family in St. Louis. This video featured scenes from various rooms of the Lemp Mansion and provided costumed portrayals of several members of the Lemp family.

MONARFE President Emerson Kretzer Zoomed into our January 12 meeting and installed our chapter officers for 2021. Our speaker for January 12 was Patrice Billings, a retired police helicopter pilot for the St. Louis metro area. Patrice was a member of the SWAT Team for 10 years and was an active part of responding to hostage crises, and other high-risk tactical situations. In retirement, she became a jewelry designer and public speaker. She is co-owner of the Butterfly & Moon, gift shop on South Main Street in historic

Saint Charles, by the Missouri River, just west of St. Louis.

Our speaker for February 9 will be Dawn Hrebec, Sales Counselor, Brookdale Senior Living Solutions, Creve Coeur, Missouri, speaking about Technology Trends in Senior Living. Our speaker for March 9 will be Marsha Padilla-Goad, Grassroots Program Manager, Advocacy Department, NARFE, providing a legislative update for the new session of Congress.

Recruiting Ads: In a collaborative effort in December, I led Chapters 112, 1240, 1278, and 2071 in publishing an ad seeking new members in the Webster-Kirkwood Times (Page 17, December 11-17) and in the online Community News (December 16 and 23) for St. Charles and North St. Louis. Unfortunately, I heard of only one response to date. I urge all NARFE members to publish such an ad in any other community newsletters that they might have access to. Also, I urge all NARFE members to post such an ad on any community bulletin boards that they may have access to.

NARFE Legislative Advocacy: Following the November 3 election, I emailed Stephanie Herndon, Operations Director for our new MO-1 Member of Congress Cori Bush, and congratulated Cori Bush on her election victory. She thanked me for my email and said she and Chief of Staff Abbas Alawieh were working on Bush's schedule and they would be back in touch soon about my previous request for a meeting with Ms. Bush. Unfortunately, they have not responded further to my request for a meeting. However, they have put me on their office email list. Ross Apter, Legislative Associate at NARFE HQ, has assured me he and the HQ legislative staff will be contacting all newly elected Members of Congress early in 2021 to introduce them to NARFE.

NARFE Legislative Priorities: Following multiple continuing resolutions, Congress finally passed, and the President signed into law, in late December an omnibus bill that included appropriations for operating the government in Fiscal Year 2021. The bill included a 1% pay raise for federal employees which has been confirmed by issuance of Presidential Executive Order and OPM pay tables.

NARFE is concerned that the 1.3% COLA for retirees for 2021 is insufficient to keep up with inflation experienced

by seniors, further eroding their purchasing power. Accordingly, NARFE asks that NARFE members support enactment of a more accurate COLA for seniors, replacing the CPI-W (for Urban Wage Earners and Clerical Workers) with the CPI-E (for the Elderly), and to support a bill to reform the Windfall Elimination Provision (WEP) by changing the Social Security benefit calculation for WEP-affected beneficiaries. NARFE also asks NARFE members to tell Congress that they object to new Executive Order 13957 that establishes a new Schedule F in the Excepted Service for thousands of positions now in the career civil service.

On Postal Reform, NARFE asks its members to object to recent cuts in postal services that have delayed delivery of the mail. NARFE also asks that its members oppose requiring current postal retirees to enroll in Medicare Part B to keep their FEHB coverage, and to support repeal of the requirement that Postal Service fully prefund its future retiree health care liabilities.

NARFE has posted draft action letters concerning these proposals on its Legislative Action Center at www.narfe.org. I have used and personally tailored these draft letters regularly to write Senators Blunt and Hawley, MO-2 Rep. Wagner, and MO-1 Rep. Clay, and urge all NARFE members to do likewise. Replies are vague, but at least these letters let them know about issues that concern us. I will include new MO-1 Rep. Cori Bush in my letter writing this year. All NARFE members need to check these action letters out and put them to good use.

I repeatedly used the draft letter objecting to the Trump Administration's proposal to abolish the U.S. Office of Personnel Management (OPM) and moving its administrative functions to the General Services Administration and its policy functions to the Office of Management and Budget. Such a split would politicize our respected career civil service. OPM announced on October 30 that the proposal had been abandoned due to lack of support in Congress, but we need to ask President Biden to keep an eye on this issue.

Also, I used one such draft letter to write a letter to the editor of the St. Louis Post Dispatch which it published on

(See *Legislative*, page 10)



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Legislative

(Continued from page 9)

Friday, December 18. The letter objected to the Trump Administration’s Executive Order 13957 establishing a new Excepted Service Schedule F for policy positions heretofore in the career civil service. This was another Trump effort to politicize the career civil service. Watch for updated action

letters with new bill number, HR 302, to be posted after the new Congress convenes and the Biden-Harris Administration begins, in January. This is another key issue NARFE needs to urge President Biden to look at.

I urge all NARFE members to read “NARFE’s Advocacy Positions for the 117th Congress (2021-2022)” which appears on pages 34-37 in the January/February edition of *NARFE Magazine* and on the “Advocacy” tab on the NARFE Homepage at www.narfe.org.

Chapter 2071 looking forward to meeting in person again

LINDA KURZ
District 2 CDL



November: About 13 members of Chapter 2071 met on November 5 to enjoy a meal and fellowship together. Some of the attendees were not at our October meal. As expected, members wore masks while waiting for the buffet meal being prepared and were socially distanced during the meal.

This was the month of presidential and congressional elections. Representative Ann Wagner defeated Jill Schupp by 6 points and was re-elected to represent Missouri’s Congressional District (CD) #2. She serves as the Vice Ranking Member on the House Committee on Financial Services, as member of the Subcommittee on Investor Protection, Entrepreneurship and Capital Markets and is Ranking Member on the Subcommittee on Diversity and Inclusion. She also serves as Vice Ranking Member on the House Committee on Foreign Affairs, is a member of the Subcommittee on Asia and the Pacific and of the Subcommittee on Europe, Eurasia, Energy and Environment. Out of 23 House Caucuses, on which she serves, the better known are: the Bi-Partisan Congressional Pro-Life Caucus, Caucus on Bosnia and on Central America, Caucus for Women’s Issues, the Congressional Human Trafficking Caucus and the Republican Women’s Policy Committee.

Usually we receive updates on Federal Blue Cross and Blue Shield, now called Anthem FepBlue, during November. Updates were provided virtually by all plans, and I attended Kim Corlew’s virtual presentation to Chapter 112 and

passed the information on to our members via our monthly newsletter.

I advertised the free one-year membership offered by the Missouri Federation with the VA Healthcare Facebook group and repeated it. It gained a number of likes but no takers of this generous offer. Some 62 individuals read the message.

December: Unfortunately, Covid-19 numbers rose, following Thanksgiving travel and parties, and our chapter could not meet. Our members learned about the 1.3% COLA and a proposed pay freeze for federal employees (which in subsequent actions became a 1% pay raise) in our newsletter. This was also the month in which President Trump issued an Executive Order establishing Schedule F for excepted service employees. Congress also passed the Defense Appropriation, which now included federal employees not previously included in the parental leave authority. The appropriation bill did not include a pay freeze but included increasing the use or lose leave limit for a limited period. The President vetoed the reconciled bill because it did not include money for the border wall and included changing names of military bases named after Confederate officers. But on December 28, the Congress overrode the President’s veto. A 1% pay increase for federal employees resulted.

Our chapter participated in placing ads in various local newspapers offering the one-year free membership to NARFE. I received one call from the ad in the Kirkwood paper, but the individual, a veteran, was not eligible for membership.

I was able to sign up one new member to NARFE membership through the Federation. I met her while safely decorating our church for Christmas. She is a new member of our

chapter, being a recently retired postal worker.

January: Chapter 2071 was unable to meet this month as well, with Covid-19 numbers further increasing through added infections from Christmas travel and parties. As usual we reviewed federal news through our newsletter. Representative Ann Wagner – MO CD#2, released the following statement to the press: “On January 3, 2021, I took a solemn oath before God and Country to, ‘support and defend the Constitution of the United States.’ I have faith in our nation’s legal process, believe in the rule of law, and will always uphold that oath to support and defend the Constitution.”

Article II of the Constitution and the 12th Amendment are clear. The power to elect the President of the United States lies with the States and the People, not Congress. Specifically, each State ‘shall appoint, in such Manner as the (State) Legislature thereof may direct, a Number of Electors’ and ‘the person having the greatest number of votes for President, shall be the President.’ It is time for Congress to count the electoral votes from each State and fulfill our Constitutional duty.

I cannot and will not unconstitutionally insert Congress into the Presidential election in this manner. This would amount to stealing power from the People and the States.”

After the January 6th violent mob attack on the Capitol, Representative Wagner did not endorse the impeachment of President Trump, but proposed support for censure.

St. Louis County has opened restaurants again to limited indoor dining, and so we are planning to hold a chapter meeting in February with requisite precautions.

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Chapter 991 is closing - Dwindling membership blamed



STEVE PRICE
District 3 CDL

becoming more widely available, but the 70 – 80% vac-

As everyone is keenly aware, the current pandemic has made it almost impossible for us to meet in-person, especially with our members being mostly in high-risk populations. Vaccines are

inated target that the medical experts think is necessary is a long way off. Chapters are encouraged to continue with whatever communications are possible, and some do send out newsletters or emails when they can.

I am still in contact with Chapter 991 in Washington, and they still wish to close. Theirs are the same issues faced by many of our chapters with dwindling numbers in the chapter and attending meetings and inability to fill officer positions. I have contacted Emerson on this, and we will work to assist with closing this chapter. I've

looked over the *NARFE Chapter and Federation Officers Manual* section on Chapter closures. It is my understanding that all of the Chapter members have chosen to be transferred to the State Chapter.

Missouri Legislative Quarterly Report

The Missouri General Assembly is now in session, and I am not aware of any legislation that would affect our members. I will continue to monitor legislative activity as the session progresses.

Tell elected officials to maintain the USPS and federal employees' benefits



JOANNE COLLINS
District 5 CDL

and reduce the pandemic statistics. Our political environment has been tried and tested again.

We were reminded in the *NARFE Magazine* January/

With a new president, vice-president, senate and congress elected and the "COVID-19 style" inauguration services over, they can continue to protect our democracy, restore our economy

February 2021 issue that CSRS (Civil Service Retirement System) provided the first universal pension plan in 1921 for US civil servants making NARFE 100 years old. NARFE was formed to protect and advocate for better benefits to retired civil servants. Firstly, veterans were given preference to be hired. In 1920, women (white) were allowed to apply for most available jobs. In the 1930's and 40's, minorities could be employed and in the mid-fifties, women and minorities were employed full time in any positions they could fill.

I was hired by the Kansas City Post Office with the first class of full-time female postal clerks: I operated a stamp cancellation machine and joined The Postal Alli-

ance. Then, as now, each of us need to be communicating with all our nationally elected officials to maintain the US Post Office and all federal employees' benefits. One hundred years later, "NARFE continues fighting for the hardworking men and women throughout the nation who dedicate their working lives to civil service." We should restate NARFE's advocacy positions to the 117th Congress (2021-2022) as soon as possible. We cannot become weary, so I refer all of us to pages 34-36 of the aforementioned publication. We in the Fifth Congressional District are committed to this mission and encourage all our members to join us within the coronavirus guidelines.

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Communication with chapter in District 4 with emails & phone calls



MARY ANN STEGEMAN
District 4 CDL

Welcome to a new year! Hopefully this year will be full of great things for all of us. Very little activity is happening in District #4. With the pandemic still going

on, chapters are not meeting in person. Communication continues in the form of e-mails and telephone calls. I look forward to when our chapters can meet in person again.

A concern is whether members will be willing to return to in person meetings when the current situation is over. I have encouraged the chapters to continue to keep the membership informed and encourage members to re-

fer to the NARFE website and the MO website.



Chapter meeting status in District 6



JOE MANNO
District 6 CDL

I signed in to the NARFE NEB Meeting (Zoom) on December 15, 2020, and listened to discussions for as long that I could. I had previous commitments scheduled on that day.

On January 11, 2021, I attended my home chapter's (1915) meeting which was held at Murray's Buffet and Grille in Chillicothe, MO (We had a separate room reserved for the meeting). We had seven members in attendance. Gifford Boswell gave the Legislative report. I reminded the members that dues have increased to \$48.00 a

year plus chapter dues. I encouraged members to sign up for dues withholding. We have 28 members in the chapter now. Following the business meeting we held a bake sale for NARFE Alzheimer's Research. Baked goods were supplied by Sharon Bryant.

I contacted all the Chapters in District 6 on Friday January 15, 2021, to get information on whether the chapters have been meeting during this pandemic (Covid-19). Here are the results:

Chapter 307 St Joseph has not been meeting because they have not found a suitable meeting place.

Chapter 683 Hannibal has not met since November. They are planning to meet in February. Two members have tested positive recently.

Chapter 1944 Excelsior Springs had been meeting at the Pizza Ranch in Liberty; but as of November, the Restaurant closed. They are now meeting at Catrick's Café in Lawson. They meet in a separate room.

Chapter 2256 Kansas City North have not been meeting since the Pandemic restrictions started in March of 2020.

I continue to send correspondence regarding NARFE legislative issues to Senator Hawley, Senator Blunt and 6th District congressman Sam Graves using information from the Legislative section on the NARFE Web Site.

I am not sure if the MO NARFE Newspaper (December issue) was mailed out but as of January 15, 2021, I have not received it yet.

NARFE's on social media: Join the conversation

Are you taking advantage of all of NARFE's channels of communication? Every member of NARFE receives a copy of *narfe* magazine in the mail, of course.

But did you know that NARFE is on Facebook and Twitter? Don't miss out. On Facebook, you can find us @NARFERegionVNews. Our Twitter handle is @NARFEHQ. Like us on Facebook and follow us on Twitter to keep informed every day.



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Lending a hand until a CDL for District 8 is appointed



WALTER COWART
District 8 CDL

During the Zoom meeting of the Springfield Chapter 11 in December 9th I swore in the officers who begin their terms this month.

As I prepare this report, I see the Springfield News-Leader has a story about the events of early January that reads, in part, "Sen. Roy Blunt and Rep. Ann Wagner were the only Missouri Republicans not trying to throw out votes".

On the 6th of this month, Jason Smith, Congressman,

representing MO 8th sent this message to his constituents." We take the responsibility of upholding the Constitution seriously, and that is why we feel compelled to object to the electoral count taking place on January 6th". As NARFE is nonpartisan, each citizen of Missouri can decide for themselves which of these positions they support. In his message to his constituents Billy Long, representing MO 7th, my congressman, said "Last week, Rep. Jason Smith (MO-08), Rep. Sam Graves (MO-06), Rep. Vicky Hartzler (MO-04) and I announced that we would be objecting to the certification of electoral votes. Today, we will make our objections heard.

I have not visited the three chapters in the 8th congressional area during the quarter but remain prepared to

assist them until a CDL living in their area can be appointed. As of now the Ava Chapter (2283) has 13 members, the Poplar Bluff Chapter (0694) has 23 members and the West Plains Chapter (0695) has 20 members.

The position of Congressman Smith on the current number one political question was printed in the Springfield News-Leader on the 15th of January: "President Trump will be leaving in seven days," said Rep. Jason Smith, R-Salem. "Let's try to heal this nation. (Impeachment) will only bring up that hate and fire more than ever before." He called instead for a bipartisan commission to investigate what he called a "domestic terror attack" on the Capitol. "It is vital that we get the facts."

Diabetes symptoms



RONNY LENZY
Service Officer

Diabetes symptoms vary depending on how much your blood sugar is elevated. If you have diabetes, it means you have too much glucose in your blood. Over time, too much glucose in your bloodstream and flowing through your vital organs can damage your eyes, kidneys and nerves. High blood glucose can also cause heart disease, stroke and lead to the loss of a limb.

Some of the signs and symptoms of type 1 and type 2 diabetes include:

- Increased thirst
- Fatigue
- Frequent urination
- Unexplained weight loss
- Blurred vision
- High blood pressure
- Slow healing sores

- Frequent infections, such as gums or skin infections and vaginal or bladder infections

- Presence of ketones in the urine (ketones are a byproduct of the breakdown of muscle and fat that happens when there's not enough insulin)

Although type 1 diabetes can develop at any age, it typically appears during childhood or adolescence. Type 2 diabetes, the more common type, can develop at any age and is often PREVENTABLE.

Find out more about living with diabetes by visiting the resources on the American Diabetes Association website: www.diabetes.org

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From the Chapter 19 Joplin newsletter



PAUL MOSBAUGH
District 7 CDL (Interim)

Because the covid-19 pandemic has been in our lives the last few months, we have not been able to meet together as we would like. Your elected officers have met to discuss what we can do to

keep our chapter active. We would like to hold a meeting in November in a place where we can have social distancing among the members who can attend.

Our president John Frederickson has made arrangements for us to meet on Monday November 2 at 2:00 p.m. at the New Hope United Methodist Church at 27013 Kafir Road, Carl Junction, Missouri. The church is located northeast of Carl Junction at the intersection of Kafir Road and County Road 270. To get there, go ¾ mile east

and one mile north of the junction of Missouri Highways 171 and 96, or go 2 miles west and one mile north at Missouri Highways 43 and 96.

Hope to see you at the meeting. We will serve coffee and tea. You may bring cookies or other treats if you like. Any questions, you may call any of your officers. Our phone numbers and email addresses are listed in the Missouri NARFE Newspaper.

Hope you can make it.

NARFE striving to reach research goal of \$14 million



LOIS NOWLIN
MO Alzheimer's Coordinator

• NARFE continues to support the Alzheimer's Association and its mission as a Member Level National Team. NARFE continues to strive to reach our research goal of \$14 million. Our NARFE Goal for the 2020 Walk to End Alzheimer's was to have 100 Walk TEAMS Registered and to Raise \$100,000.00 from NARFE Chapters members. As of December 22, 2020, NARFE raised \$63,433.00, 63% of our \$100,000.00 goal. The full report will be out later in 2021. The donations raised for the Walk to End Alzheimer's are included in our 2022 \$14 million goal.

• Let's get a head start for the 2021 Alzheimer's Association Walk to End Alzheimer's by strategizing with chapter members and other team member in building our teams and fundraising.

• Thanks to all of our federation chapter members for their continuous and diligent support in our ongoing fundraising efforts for NARFE Alzheimer's Research Fund. During the COVID-19 pandemic, donations are needed even more for those living with Alzheimer's disease and their caregivers for care, support, other resources and research. In the absence of chapter meetings, chapter mem-

(See *Alzheimer's*, page 15)

NARFE Alzheimer's Research fundraising National totals as of 12/31/2020:

	As of 12/31/2020	As of 12/31/2019	
Goal \$14 Million	\$13,700,196.60	\$13,354.865.00	Includes \$802.72 from the Longest Day and \$74,881 both from 2019
	1 st 6 months of FY 2021	1 st 6month of FY 2020	Difference of
FY Comparison	\$126,524.07	\$180,266.95	A decrease of \$53,742.88
December 2019 & 2020	December 2020	December 2019	Difference of
	\$36,739.36	\$33,776.02	\$2,963.84
	December 2020	December 2019	
Region V total	\$12,037.31	\$24,892.44	
MO Federation	\$1,196.20	\$2,600.76	
MO Federation	2020 Walk to End Alzheimer's (WTEA)	2020 Longest Day (LD)	
	\$2695.00	\$900.00	
	2019 WTEA	2019 LD	
	\$4,435.00	\$0.00	

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Alzheimer's

(Continued from page 14)

bers can still make donations by sending checks made payable to NARFE Alzheimer's Research to your Alzheimer's Coordinator or Chapter Treasurer. Or complete the coupon for NARFE Alzheimer's Research donation in the back of the *NARFE* monthly magazine. Your check must be made payable to NARFE Alzheimer's Research and must include the member's chapter number. Just a reminder, if it is a memorial donation, please include the name of the deceased and the name and address of the individual to receive acknowledgement of the donation.

Exciting News: Federal Alzheimer's and Dementia Research Funding Reaches \$3.1 Billion Annually: Improving HOPE for Alzheimer's Act, Funding for BOLD Infrastructure for Alzheimer's Act was signed into law www.alz.org/news/2020/federal-alzheimers-and-dementia-research-funding-r

Alzheimer's Semipostal Stamp: Just a reminder, the semipostal stamp will raise awareness and critical research funds. Using the Alzheimer's stamp honors the memory of those whom we've lost and signals our support for those still facing the challenges of this most difficult disease. Please continue buying and using the stamp. They make perfect gifts and help to promote #StampOutAlzheimer! The stamps can be purchased at your local post office or online at https://store.usps.com/store/product/buy-stamps/alzheimers-S_564204

Alzheimer's Association Donations: As a result of operating procedures established due to COVID-19, Alzheimer's Association employees are working from home. There is a limited number of staff processing mail in the office. There will be an approximately two-week delay in processing checks. Please continue to send in donations/gifts as normal. Checks may show up processed on the next month's report due to the delay in processing. If you have any questions do not hesitate to call me.

Alzheimer's/NARFE e-newsletter: I hope that everyone was able to sign up for the Alzheimer's/NARFE monthly e-newsletter. Here is the direct link to sign up for the NARFE monthly newsletter (the link also lives on alz.org/narfemembers) <https://alz.org/forms/narfe>. Please encourage individuals to sign up to receive this

free monthly NARFE/Alzheimer's newsletter. This is a great resource for NARFE members; and especially now, it may be a critical resource for information and hope. Please let me know if you are having any difficulty signing up for the Alzheimer's/NARFE monthly e-newsletter.



Available Resources:

1. Alzheimer's Association NARFE Website: alz.org/narfemembers
2. Newsletter Signup: www.alz.org/forms/narfe
3. Previous Newsletters: www.alz.org/get-involved-now/our-partners-sponsors/honored-donors/narfe/narfe-newsletter_archives

Later in this MO NARFE Newsletter you will find an article that is reprinted from the Alzheimer's Association e-newsletter titled Alzheimer's Disease Stages and

Behaviors (dated 12/30/20) to read and to share with your chapter members, families, and friends. The stages and behaviors of Alzheimer's disease progression are listed. You can follow the web links to get to the details of each behavior. Please let me know if you have any difficulty reviewing the articles.

During the pandemic we have limited communication with our chapter members, please take the opportunity to touch bases with your chapter coordinators. **To ensure our members are informed, to facilitate Alzheimer's awareness and to minimize confusion, please review, forward and/or discuss the information from this report to your federation chapters/chapter members and federation presidents. You can also post information sent to you in these letters in your chapter newsletter, federation newsletter, chapter and federation website.** Don't forget to network with your local Alzheimer's Association. Please contact me, Lois Nowlin, if you have any question at 314-540-0195.

With the uncertainty of the COVID-19 and during this difficult, time please continue to take care of yourself and one another. Please practice safe measures - social distancing, sanitize/handwashing, face mask - for you and your family. If you are in a group that is offered one of the COVID-19 vaccines, please consider taking it if it is recommended for you by a provider. Help us to return to some sense of normalcy. Please stay safe and well.

The world may look a little different right now, but one thing hasn't changed: our dedication to ending Alzheimer's. Thank you for your diligence in facilitating our fundraising efforts and raising awareness toward the fight to end Alzheimer's.



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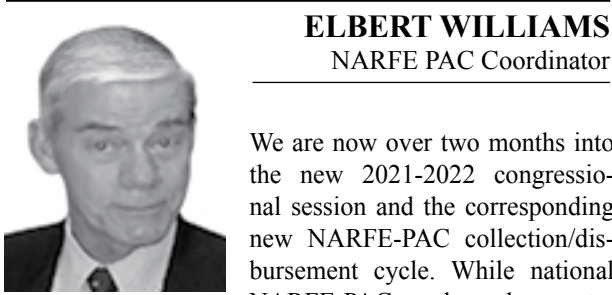
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ELBERT WILLIAMS
NARFE PAC Coordinator

We are now over two months into the new 2021-2022 congressional session and the corresponding new NARFE-PAC collection/disbursement cycle. While national NARFE-PAC goals and expectations have not yet been established for this new period, we can look back and evaluate how we did the last cycle – which was to set new records for NARFE members’ grass roots advocacy and support.

Your strong commitment helped NARFE-PAC exceed the 2019-20 goals for contributions, disbursements, and local fundraiser attendance. Members contributed \$2,173,897 and the PAC was able to distribute \$1,436,000 in political contributions. The only goal not reached was to increase the monthly sustainer program by 20%. We had a 10% increase instead.

Quarterly contributions and disbursements were lower during Oct-Nov-Dec 2020, because there was only one month of campaigning and fundraising before the Nov 4th election. Only \$1,056 was contributed by Missouri chapter members, and an additional \$585 by national-only members in Missouri. The seven Region V states contributed \$3,815 for the quarter. The cumulative contributions from Missouri for the two-year period ending Dec 31, 2020 totaled \$32,588 from 359 Missouri chapter members, and another \$16,006 from 248 national-only members residing in Missouri. The Region V totals for the two-year period are \$142,858 contributed by 1,648 chapter-members plus \$56,340 from 957 national-only members in the region.

Nationwide, Oct-Nov-Dec contributions of \$65,648 brought the cumulative total to \$2,173,897. This grand total amount includes \$791,680 from national-only members, \$840 from international members, and \$118,353 from other sources, such as lapsed members who are temporarily not members of a chapter or federation.

The cumulative 2019-20 disbursement total at the end of the two-year cycle was \$1,436,000. Total disbursements for the period include \$895,000 to legislators and candidates, \$270,000 to non-candidate political committees, and \$271,000 to leadership PACs. The PAC money used for non-candidate disbursements pays the annual fees for NARFE membership in the national political party committees, and it is usually paid in January every year to ensure NARFE legislative department staff access to party leadership events throughout the year.

The nationwide “candidate” disbursements for this two-year period of \$895,000 went to 238 individual legislators or challengers. In Missouri, Rep William Lacy Clay received \$4000 but lost his District 1 seat. Missouri District 2 challenger Jill Schupp received \$5000 but did not defeat the incumbent Ann Wagner. Rep Emanuel Cleaver received \$1500 and did retain his Missouri District 5 seat. Within Region V, all seven states received one or more disbursements during 2019-20 and disbursements to the

region totaled \$56,500. The records of PAC contributions (down to chapter totals) and disbursement details are available online to all members at www.narfe.org on the NARFE-PAC page.

As the new congress, with some new and some returning legislators, begins working with the also new Biden administration, NARFE members are encouraged to remember that the battle to protect our earned benefits continues. Until we get meaningful campaign financing reforms in place, money distributed via NARFE-PAC is a critical factor in having our voices heard and our issues understood by the legislators. You may contribute to PAC at any time, online at www.narfe.org website or by mail using the NARFE Magazine form. You may use this direct link to sign up as a NARFE-PAC sustainer: narfe.org/donation/narfepac.cfm. If you have additional questions or need assistance, contact me at elbertw@charter.net, or you may contact the national PAC Coordinator Ross Apter at rapter@narfe.org.

2019-2020 SESSION OF CONGRESS	Contributions by Members		Disbursements	
	MISSOURI	REGION V	USA	USA
Qtr-1 Jan-Feb-Mar 2019	\$4,370	\$18,341	\$264,979	\$196,000
Qtr-2 Apr-May-Jun 2019	\$4,742	\$22,027	\$279,619	\$88,500
Qtr-3 Jul-Aug-Sep 2019	\$6,576	\$27,745	\$430,421	\$179,000
Qtr-4 Oct-Nov-Dec 2019	\$1,030	\$5,726	\$68,163	\$152,500
Qtr-5 Jan-Feb-Mar 2020	\$5,690	\$21,276	\$384,365	\$300,500
Qtr-6 Apr-May-Jun 2020	\$3,526	\$19,875	\$303,382	\$157,500
Qtr-7 Jul-Aug-Sep 2020	\$5,598	\$24,052	\$377,322	\$292,500
Qtr-8 Oct-Nov-Dec 2020	\$1,056	\$3,815	\$65,648	\$69,500
Chapter Mbrs Total:	\$32,588	\$142,858	\$2,173,897	
National-Only Total:	\$16,006	\$56,340		
GRAND TOTALS:	\$48,594	\$199,198	\$2,173,897	\$1,436,000
2019-20 NARFE Goals:			\$1,750,000	\$1,250,000



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Alzheimer's disease stages and behaviors

LOIS NOWLIN
MO Alzheimer's Coordinator



As Alzheimer's and other dementias progress, behaviors change—as does your role as caregiver. While changes in behavior can be challenging, the Alzheimer's Association has resources to help you through each stage of the disease. Below is a list of topics relating to stages and behaviors of Alzheimer's and other dementias as they progress and behavior changes.

Accepting the Diagnosis: Accepting a diagnosis of Alzheimer's or a related dementia requires time to absorb information.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Accepting_the_Diagnosis

Early-Stage Caregiving: Early-stage Alzheimer's and related dementia symptoms are mild and the main role of a caregiver is support.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Early-Stage

Middle-Stage Caregiving: During the middle stages of Alzheimer's, the person living with dementia will need a greater level of care.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Middle-Stage

Late-Stage Caregiving: The late stage of Alzheimer's usually requires intensive care. As caregiver, your role focuses on preserving quality of life and dignity.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Late-Stage

Aggression and Anger: Aggressive behaviors can occur suddenly, with no apparent reason, or result from a frustrating situation.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Aggression-Anger

Anxiety and Agitation: A person with dementia may become restless or upset in certain places when focused on specific details.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Anxiety-Agitation

Depression: Identifying depression in someone with Alzheimer's can be difficult, since dementia can cause some of the same symptoms.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Depression

Hallucinations: Some hallucinations may be frightening to a person with Alzheimer's, while others may involve ordinary visions from the past.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Hallucinations

Memory Loss and Confusion: Those with Alzheimer's may not remember familiar people, places or things in the later stages of the disease.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Memory-Loss-Confusion

Repetition: In most cases, a person with Alzheimer's is probably looking for comfort, security and familiarity when repeating information.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Repetition

Sleep Issues and Sundowning: Like changes in memory and behavior, sleep changes somehow result from the impact of Alzheimer's on the brain.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Sleep-Issues-Sundowning

Suspicious and Delusions: Suspicious and delusions—firmly held beliefs in things that are not real—may occur in middle- to late-stage Alzheimer's.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Suspicious-Delusions

Wandering: Wandering among people with dementia is dangerous, but there are strategies and services to help prevent it.
www.alz.org/Help-Support/Caregiving/Stages-Behaviors/Wandering

For detailed information on these topics, click on the link for each topic. For other information regarding Alzheimer's and other dementias visit the Alzheimer's Association website at www.alz.org. You can also sign up for Alzheimer's e-news, the monthly newsletter, at www.alz.org. Additional assistance can be obtained by calling the Alzheimer's Association 24/7 Helpline at 800-272-3900.

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Executive order on civil service will cause irreparable damage

Letter to the Editor from Craig Pettibone printed in the St. Louis Post-Dispatch December 18, 2020

I enjoyed a 35-year career as a civil servant, manager and executive at the U.S.S Civil Service Commission and then the U.S. Office of Personnel Management. My career colleagues and I recommended to politically appointed agency heads and their staff the policies, legislation, rules and regulations necessary for administering civil service laws. The career civil service ensured the public that political appointees received the best expertise regarding execution of the laws our agency was responsible for.

I am alarmed about the president’s recent executive order that demolishes the Pendleton Act, a respected law that provides that America’s federal civil servants are hired and fired based on merit, not political affiliation. The order changes that by establishing a new Schedule F for policy positions. If fully implemented, tens of thousands of career policy positions like I held would be moved into the new category.

Civil service rules, in existence since the late 1800s, ensure a professional, nonpartisan federal workforce. They guarantee federal employees are hired based on their competence for the job, not their political connections. A competitive, merit-based civil service provides

trust and continuity through changing administrations, preserves institutional knowledge and expertise within the federal government and safeguards the rule of law.

This reckless attempt to undercut our civil service has long-term implications beyond the current administration that will alter the public’s faith in government. Congress must stop this dangerous executive order from taking effect by supporting legislative efforts to block it. Craig Pettibone, Kirkwood, Missouri National Active and Retired Federal Employee Association

Craig Pettibone, Kirkwood, Missouri National Active and Retired Federal Employee Association

Excerpt from President Biden’s executive order on protecting the federal workforce dated January 22, 2021

Sec. 2. Revocation of Schedule F. (a) The creation of a new Schedule F excepted service category in Executive Order 13957 of October 21, 2020 (Creating Schedule F in the Excepted Service), not only was unnecessary to the conditions of good administration, but also undermined the foundations of the civil service and its merit system principles, which were essential to the Pendleton Civil

Service Reform Act of 1883’s repudiation of the spoils system. Accordingly, to enhance the efficiency of the civil service and to promote good administration and systematic application of merit system principles, Executive Order 13957 is hereby revoked.

(b) The heads of all executive departments and agencies (agencies) shall, consistent with law, immediately sus-

pend, revise, or rescind proposed actions, decisions, petitions, rules, regulations or other guidance pursuant to, or to effectuate, Executive Order 13957. The Director of the Office of Personnel Management (OPM) shall immediately cease processing or granting any petitions that seek to convert positions to Schedule F or to create new positions in Schedule F.

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NARFE's legislative priorities for the 117th Congress

There's a new webinar available on the NARFE Website: New Congress, New Administration: What's in Store for Your Federal Benefits presented by Jessica Klement, NARFE Staff Vice President for Policy and Programs and John Hatton, NARFE Senior Director of Legislative and Political Affairs. Log in to the NARFE website and then use this link to watch the webinar: www.narfe.org/member/articles.cfm?ID=4877

Oppose Any Cuts to Earned Federal Retirement and Health Benefits

In exchange for years of hard work, federal employees and retirees were promised retirement annuities and retiree health care. These benefits were earned fairly, paid for and should not be altered in retirement. Doing so would deprive federal retirees of the security of their health and finances. Past proposals have sought to reduce or eliminate cost-of-living adjustments, reduce the initial retirement benefit for those approaching retirement, and reduce the rate of return on federal civilian and military retiree savings in the Thrift Savings Plan G Fund. NARFE strongly opposes these proposals and urges that they be non-starters in budget negotiations.

Support Market Rate Increases to Federal Pay Rates / Oppose Federal Employee Compensation Cuts

Federal pay rates must be competitive to recruit and retain a well-qualified and high-performing workforce. To maintain competitive pay rates, NARFE supports an average increase of at least 2.7 percent for calendar year 2022 through the appropriations process. This would provide parity with the expected 2022 military pay raise and is based on increases in private-sector wages, as measured by the BLS. As such, we also support the FAIR Act, H.R. 392, which would provide an additional 0.5 percent increase in locality pay to keep wages competitive. Furthermore, the competitiveness of federal compensation should not be undermined by benefits cuts. NARFE opposes proposals that would effectively decrease the

pay of federal employees by reducing benefits, such as increasing contributions towards retirement, which has been considered in the past. This amounts to nothing more than an immediate across-the-board pay cut.

Support Reform or Repeal of the WEP and GPO

The Windfall Elimination Provision (WEP) unfairly reduces earned Social Security benefits based on government employment. The Government Pension Offset (GPO) unfairly reduces or eliminates the Social Security benefits government retirees could collect based on their spouse's work record by two-thirds of their own government pension. NARFE supports the Social Security Fairness Act, H.R. 82, which provides full repeal of the WEP and the GPO.

We also support efforts to reform the WEP and GPO, as we recognize that even partial relief would represent a substantial improvement over the status quo. Notably, we support recent WEP reform proposals from the 116th Congress: the Equal Treatment of Public Servants Act, H.R. 3934/S. 3401, and the Public Servants Protection and Fairness Act, H.R. 4540. These bills represent solutions that would bring significant relief to retirees who have been penalized by this inequitable provision for decades. NARFE supported both bills and encourages Congress to advance the language of either one or find a compromise between the two in the 117th Congress.

Revitalize the Federal Workforce

The last major reform to personnel and performance management laws was more than 40 years ago. It's unsurprising that there's widespread recognition that federal human capital management is in need of modernization. Our nation's federal workers take pride in their service to their country. We ought to honor their dedication and patriotism by empowering them with the 21st century technology and organizational practices necessary to leverage their efforts to the greatest extent possible.

In order to revitalize the federal workforce, we support: (i) development of a human capital scorecard to assess the state of federal human capital management, and measure progress on human capital investments and goals; (ii) forming a U.S. Talent Service (USTS) to develop and implement innovative solutions to our most pressing human capital challenges; (iii) placing appointees with human capital experience within the Office of Personnel Management, and elevate the director to a cabinet-level position; and (iv) developing a modern telework policy to reduce costs and increase flexibility. These are good first steps as Congress engages in a larger debate regarding modernization of the government's human capital management systems.

Support More Accurate COLAs for Federal Retirees

NARFE supports the Fair COLA for Seniors Act, H.R. 1553 (116th Congress), a bill that would require the use of the Consumer Price Index for the Elderly (CPI-E), which calculates a price index for Americans age 62 and older, to determine annual COLAs for Social Security beneficiaries, federal annuitants, military retirees and certain veterans' benefits instead of the current Consumer Price Index for Urban Wage Earners (CPI-W). The CPI-W fails to account for seniors' spending habits, notably that of medical care. When measuring costs experienced by Americans age 62 and older, as the BLS does when calculating the CPI-E, inflation is actually greater—by an estimated 0.27 percent per year—than what the CPI-W shows. Any changes to COLAs for one group should apply to all others. NARFE also supports the Equal COLA Act, H.R. 304, which would ensure Federal Employees Retirement System (FERS) retirees receive the same COLA as Civil Service Retirement System (CSRS) retirees and Social Security beneficiaries.

Ensure Postal Reform Bills Protect Postal Retiree Health Benefits

(See *Priorities*, page 20)


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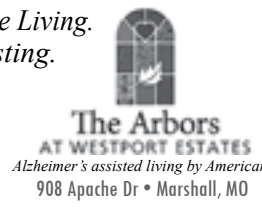
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Priorities

(Continued from page 19)

Past efforts to reform the U.S. Postal Service (USPS) would have required current and future postal retirees to enroll in Medicare Part B or lose their federal health insurance benefits altogether. Postal retirees should retain the choice as to whether to add Medicare to their existing retiree health benefit coverage. Eliminating that choice, as proposed in previous postal bills, breaks a basic promise to avoid altering retiree benefits for those in retirement and heaps significant additional costs on aging retirees. NARFE’s primary goal is to ensure that postal reform bills in the 117th Congress include protections for current postal retirees. We also support eliminating USPS’ requirement to prefund future retiree’s health benefits through passage of the USPS Fairness Act, H.R. 2382 (116th Congress). The unnecessary and unusual burden the mandate imposes on the Postal Service’s balance sheet has paved the way for legislative proposals threatening benefits, cost-cutting strategies, and limited capital investments.

Support Improved Integration of Medicare With the FEHB Program

While NARFE opposes forced enrollment in Medicare Part B, increasing Medicare Part B enrollment among Federal Employees Health Benefits (FEHB) program participants would help reduce costs—to the government and enrollees—because FEHB becomes the secondary payer to Medicare. Two examples of incentivizing enrollment are expanding reimbursement for Part B premiums, as some FEHB plans currently do, and waiving Part B late enrollment fees for individuals covered by FEHB—similar to the policy for individuals who work past age 65 and are covered by an employer plan.

Support COVID-19 Relief Provisions for the Federal Community

First, NARFE supports ensuring that any COVID-19 relief bills provide equitable treatment to federal employees and retirees. For example, any expansion of health

care coverage or flexibility should apply to the FEHB plans. Second, NARFE supports the renewal of the leave provisions provided by the Families First Coronavirus Response Act (FFCRA) and expanded to all federal workers. Those provisions ensure workers are able to isolate or quarantine in response to COVID-19 infection or exposure without loss of pay or personal leave. It also allows workers to care for loved ones infected by COVID-19 without substantial financial loss. Third, NARFE supports expanding eligibility for the Paycheck Protection Program to 501(c)(5) nonprofit organizations, such as NARFE. 501(c)(5)s provide valuable information to their members. Notably, NARFE provides both federal workers and retirees with the clear, reliable and accessible counsel to navigate the unique and complex issues related to their benefits. 501(c)(5)s like NARFE are no more immune to the challenges posed by the COVID-19 pandemic than other nonprofits, are ought to receive equitable relief.

10 Ways to Maintain Your Brain!

1. Head first

Good health starts with your brain. It’s one of the most vital body organs, and it needs care and maintenance.

2. Take brain health to heart

What’s good for the heart is good for the brain. Do something every day to prevent heart disease, high blood pressure, diabetes and stroke – all of which can increase your risk of Alzheimer’s.

3. Your numbers count

Keep your body weight, blood pressure, cholesterol and blood sugar levels within recommended ranges.

4. Feed your brain

Eat less fat and more antioxidant-rich foods.

5. Work your body

Physical exercise keeps the blood flowing and may encourage new brain cells. Do what you can – like walking 30 minutes a day – keep both body and mind active.

6. Jog your mind

Keeping your brain active and engaged increases its vitality and builds reserves of brain cells and connections. Read, write, play games, learn new things, do crossword puzzles.

7. Connect with others

Leisure activities that combine physical, mental and social elements may be most likely to prevent dementia. Be social, converse, volunteer, join a club or take a class.

8. Heads up! Protect your brain

Take precautions against head injuries. Use car seat belts; unclutter your home to avoid falls; and wear a helmet when cycling or in-line skating.

9. Use your head

Avoid unhealthy habits. Don’t smoke, drink excessive alcohol or use street drugs.

10. Think ahead – start today!

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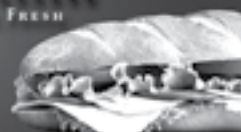
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Are you ready for your shot?

Covid-19 Vaccination information in Missouri

Missouri Department of Health & Senior Services vaccination registration link: covidvaccine.mo.gov/navigation/ PHONE: 877-435-8411

There are four steps listed on the Missouri Department of Health & Senior Services website:

- 1. Registration and Assessment:** Sign up to be notified when you are eligible to be vaccinated.
- 2. Schedule:** Identify and register for events in your area.
- 3. Begin Vaccination:** Receive Dose 1 of the COVID-19 vaccine.
- 4. Get Second Dose:** Return to the same provider for Dose 2 of the vaccine.

When you register, you will learn which priority phase you are in. Find the full listing and definitions of vaccination phases here: ealth.mo.gov/living/health-conditions/communicable/novel-coronavirus/pdf/soc-vaccine-distribution-order.pdf

The phases and definitions in an abbreviated format are:

Phase 1A: the goal is saving lives, reducing hospitalization and keeping us safe. Persons vaccinated will be Healthcare Workers Long-Term Care Facility Staff and Residents Home Health Urgent Care Vaccination Staff Congregate Community School Nurses Dental Office Staff Mental/Behavior Health Providers EMS/EMT/Paramedics

Phase 1B - Tier 1: the goal in this phase is protecting those who keep us safe and help us during an emergency. Persons vaccinated during this phase are Public Health Administrators and Staff; Law Enforcement; Fire Services; Corrections; Emergency Management; Public Works; Emergency Services; Morticians, Embalmers

Phase 1B - Tier 2: the goal of vaccination in this group

is protecting those who are at increased risk for severe illness. Persons vaccinated during this stage include anyone aged 65 and older; any adults with cancer, Chronic Kidney Disease, COPD, Heart Conditions, weakened immune system due to organ transplant, severe obesity (BMI >40), pregnancy, Sickle Cell Disease, Type 2 Diabetes Mellitus, or individuals with intellectual and/or developmental disabilities such as Down Syndrome.

Phase 1B - Tier 3: the goal during this phase of vaccination is protecting those who keep the essential functions of society running. People who will receive vaccinations during this time include workers in education (K-12); childcare workers; communications workers; people who work on infrastructure like dams, energy sector, food & agriculture sector 1, government workers, and information technology workers.

Phase 2: the goal here is protecting those who have been disproportionately affected, and to accelerate economic recovery. People eligible for vaccination during this phase are workers in commercial facilities sector, critical manufacturing, defense industrial base, financial services, food and agriculture sector 2, government workers, disproportionately affected populations like the homeless.

To view a map of the state and see scheduled vaccination events, go to covidvaccine.mo.gov/events/

Register for a vaccination with the state of Missouri, your county's health department, and the health system where your primary doctor is located. Here are the county health department website links and phone numbers if available for the most eight populous counties and St. Louis City in Missouri.

Jackson County: jacohd.org/covid-vaccines
PHONE: 816-404-9883

Buchanan County: Phase 1B Tier 2 includes people aged

65 and above and adults with medical conditions that put them in a higher risk category. These citizens may register for vaccine clinics being held at East Hills Shopping Center. The link to register is www.mymhc.com/vaccine. If there are no open appointment times, check back later. Registration is available only for the amount of vaccine currently in stock and new appointment times are added as vaccine is received. PHONE: 816-271-4636

Boone County: www.como.gov/covidvaccine/ PHONE: 573-874-7355 Link to MU Health Care registration form: www.muhealth.org/form/covid-vaccine-survey PHONE: 573-771-2273

Greene County: www.springfieldmo.gov/5376/Vaccine-Information PHONE: 417-864-1658

Jasper County: www.jaspercounty.org/health_department/Coronavirus.html There's no information on the Jasper County website as of February 11, 2021, for vaccine registration. PHONE: 877-435-8411

St. Louis (City): vaccination registration stlouisdph.qualtrics.com/jfe/form/SV_08qM4vOqB5dJniR PHONE: 314-657-1499

St. Louis County: stlcorona.com/covid19-vaccines/ PHONE: 314-615-2660 Register for vaccination here: stlhealthandwellness.az1.qualtrics.com/jfe/form/SV_6usqqPn7mArUskZ

St. Charles County: www.sccmo.org/2162/COVID-19-Vaccine-Information PHONE: 636-949-1899 Special COVID-19 Community Resources: <https://www.sccmo.org/2113/Community-Resources>

Jefferson County: Vaccination Request Form hipaa.jot-form.com/210384965090155 Covid-19 information and resources www.jeffcohealth.org/coronavirus-covid19 PHONE: 636-797-3737



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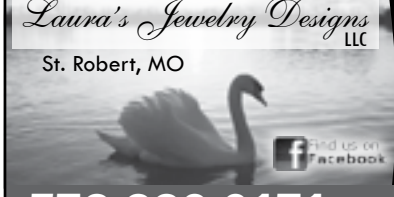


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COVID-19 Vaccine: MYTH VS FACT

MYTH	FACT
The COVID-19 vaccine gives you a mild case of COVID-19.	The COVID-19 vaccine won't give you COVID-19, because it doesn't contain the live virus.
Side effects from the COVID-19 vaccine are worse than the actual virus.	Minimal side effects are possible, but they far outweigh the risks of COVID-19. Vaccination will help keep you from getting COVID-19, which can lead to serious illness or death.
You don't need to get the COVID-19 vaccine if you're pretty healthy.	There's no way of knowing how COVID-19 will affect you. The COVID-19 vaccine is a safe way to build immune protection for yourself and keep those around you safer.
You'll test positive on COVID-19 viral tests after you get the vaccine.	If your body develops an immune response, which is the goal of vaccination, you may test positive on antibody tests. You won't test positive on COVID-19 viral tests.
If you already had COVID-19, you don't need the vaccine.	Natural immunity from having the virus varies from person to person. People who've gotten sick with COVID-19 and recovered can still benefit from the vaccine.
One dose of the vaccine is enough. You don't need two doses.	Two doses are needed for the vaccine to be fully effective. You'll need a second shot several weeks after the first.
The COVID-19 vaccine (an mRNA vaccine) can alter your DNA.	The mRNA molecules from the COVID-19 vaccine never enter the nucleus of the cell, which is where DNA is stored. This means the mRNA doesn't affect DNA in any way.
If you wear a mask and social distance in public, you don't need to get the COVID-19 vaccine.	To stop this pandemic, we need to use all of the tools available to fight this virus. The COVID-19 vaccine is one of those tools.
A flu vaccine will help protect you from COVID-19.	A flu vaccine won't protect you from getting COVID-19, but can prevent you from getting influenza (flu) at the same time as COVID-19.
If you're pregnant, you shouldn't get the COVID-19 vaccine.	Actually, pregnant women with COVID-19 are at greater risk of severe illness. Pregnant women who meet the criteria for vaccination may wish to receive the COVID-19 vaccine.
The COVID-19 vaccine causes infertility issues.	There's no data to suggest the COVID-19 vaccine causes infertility or fertility-related issues.

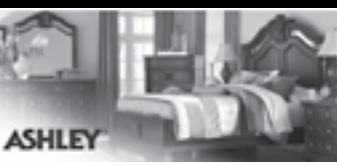


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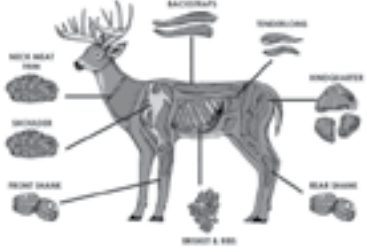
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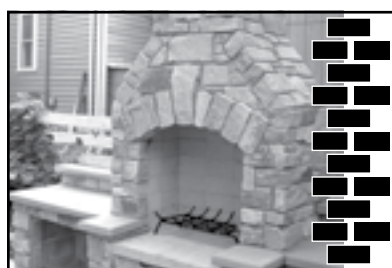


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If your future security is tied to federal retirement benefits—federal retirees, current employees, spouses and individual survivors—you should join NARFE.

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- Access the NARFE Federal Benefits Institute for powerful resources to help you fully understand and manage your benefits.
- Visit the Legislative Action Center to contact your representatives about bills affecting federal benefits.
- Get monthly issues of *NARFE Magazine* with news and insights for the federal community.
- Visit the Member Perks page for a full listing of the many time-, money- and hassle-saving benefits available only to NARFE members.
- The opportunity to get involved at the local level by joining a chapter in your area.

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☐ **YES. I want to join NARFE for the low annual dues of \$48.**

☐ Mr. ☐ Mrs. ☐ Miss ☐ Ms.

Full Name

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☐ Please enroll my spouse

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Recruiter's Name

Recruiter's Membership ID

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2. Join online at www.NARFE.org.
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Advantages

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- Sign up your spouse and double your savings
- You'll never get another dues reminder from us
- Your monthly payment is affordable and convenient
- You may cancel your dues withholding at any time

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How do I sign up?

Complete the Dues Withholding Application below. Send no payment. It may take 60 to 90 days before auto-deduction starts. Your membership starts as soon as your application is received.

To learn more about dues withholding, call **800-456-8410**.



NARFE Dues Withholding Application for NARFE Members who are Retirees, Spouses of Retirees or Annuitant Survivors

STOP! Complete this section ONLY if you are signing up for Dues Withholding. If so, DO NOT send payment

☐ **YES. I want to enroll in NARFE's Dues Withholding Program.** NARFE dues of \$42* and chapter dues, if applicable, to be withheld annually. (*Dues-withholding members save more than 10% off the regular NARFE dues rate.)

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☐ **YES. I also authorize my (NARFE member) spouse's dues to be withheld from my annuity.** (Additional annual dues of \$42 and chapter dues, if applicable, to be withheld annually. If YES, enter spouse's information below.)

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Spouse's Membership ID _____

Spouse's Email _____

AUTHORIZATION (Withholding will begin in 60-90 days). Send NO PAYMENT with Dues Withholding Application!

I authorize the United States Office of Personnel Management to make appropriate deductions from my annuity payments, not to exceed the amount certified by the National Active and Retired Federal Employees Association as the amount of dues for which I am annually obligated, in accordance with elections I made above, and to pay the deducted sum to the National Active and Retired Federal Employees Association (NARFE). This authorization shall also apply to any and all dues changes certified by NARFE membership in accordance with elections I made. Please allow 60-90 days for processing.

I understand that this authorization shall be valid until NARFE receives and processes my written notice of cancellation in accordance with its agreement with the Office of Personnel Management and that any disputes regarding this authorization shall be a matter between NARFE and myself. I hold the Office of Personnel Management harmless for any erroneous allotment deduction made pursuant to this authorization.

Signature of Annuitant or Survivor-Annuitant _____

Date _____

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To promote the general welfare of federal civilian employees and annuitants and potential annuitants, to advise and assist them with respect to their rights under retirement, health and other employee and retiree benefits laws and regulations, and to represent their interests before appropriate authorities.

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NARFE celebrates 100 years of public service

On February 19, 2021, NARFE celebrated its 100th anniversary – marking a century of defending and advancing policies to protect the earned pay and benefits of federal employees and retirees. Since its founding, NARFE has been a trusted source of knowledge on federal pay and benefits, and it remains the only organization solely dedicated to the general welfare of the federal community.

To honor this milestone, Reps. Gerry Connolly, D-VA, and Brian Fitzpatrick, R-PA, introduced House Resolution 131 (Full title: **H.Res.131 - Congratulating the National Active and Retired Federal Employees Association on the celebration of its 100th anniversary on February 19, 2021, and recognizing the vital contributions its members have made to the United States over the past 100 years.**) to congratulate NARFE and acknowledge the vital contributions its members have made to the United States since 1921. Sens. Ben Cardin, D-MD, and James Lankford, R-OK, are expected to introduce a companion resolution in the Senate this week. We thank these lawmakers and the additional cosponsors for their support of NARFE.

Visit NARFE's [Legislative Action Center](http://www.narfe.org) at www.narfe.org to contact your Representative and ask them to cosponsor the resolution. By cosponsoring the resolution, members of Congress can promote greater awareness of the invaluable contributions NARFE and its members make to the federal community each day. A Senate action letter will be available after the resolution is introduced. Please visit the special NARFE centennial page (<http://new.narfe.org/centennial/>) to learn more about NARFE's 100th anniversary and the history of the association.

100 years of NARFE: A look back at the civil service at the organization's inception

One hundred years ago, in 1921, Warren G. Harding replaced Woodrow Wilson as president of the United States. An unidentified soldier from World War I was buried in the plaza of the Memorial Amphitheater at Arlington National Cemetery. The first baseball game was broadcast on the radio. And in Washington, DC, 14 retired federal government workers met to form an association to protect the hard-earned retirement benefits of federal civilian employees, retirees and their survivors in the organization that would become NARFE.

Just one year earlier, the government's Civil Service Retirement System (CSRS) was created. The system provided the first universal pension plan for U.S. civil servants. Previously, some retired federal employees received pensions through acts of Congress, but most were left without any annuity. Under CSRS, employees qualified for a pension after reaching age 70 and completing 15 years of service. Mechanics, letter carriers and postal clerks were eligible at age 65, and railway clerks qualified at 62. The age at which employees qualified was also their mandatory retirement age, although they could be retained for two more years if their department head and the head of the Civil Service Commission (CSC) now separated into the Office of Personnel Management (OPM) and the Merit Systems Protection Board (MSPB) approved.

The system provided the first universal pension plan for U.S. civil servants. Previously, some retired federal employees received pensions through acts of Congress, but



A group of African American men at White House in 1922. Minority employees throughout the federal government were subject to segregation and other bias.

most were left without any annuity.

Eligible employees contributed 2.5 percent of their salaries toward their pensions. Pension benefits were determined by years of service. Class A employees who had served for 30 or more years received 60 percent of their average annual salary over their last 10 years of service. The benefits were scaled down through Class F employees, who had worked for the government for between 15 and 18 years and received 30 percent of their average annual salary over their last 10 years.

(See 100 Years, page 28)



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100 Years

(Continued from page 27)

NARFE (then called the Association of Retired Federal Employees) was formed to protect these new benefits and to advocate for better benefits for retired civil servants because many found that their pensions did not adequately cover their living expenses. Today, NARFE still fights on retirees' behalf, and on behalf of all who work for federal agencies.

Pivoting after the Great War

The 1920s was a time of tremendous change. World War I had recently ended, and the war had required a huge expansion in the size and scope of federal government activities, even outside of the military. The number of people appointed to government positions during the war doubled in 1917.

The end of the war in November 1918 temporarily brought government expansion to a halt. Many who were hired to support the war effort were no longer needed, and one of the reasons older employees were offered a pension in 1920 was to remove them from the rolls. Where new government jobs were available, veterans returning from overseas wanted and needed them.

Veterans were given hiring preference before the end of World War I, but only if they were disabled. The Census



A female census taker speaks with a woman in 1920. Widows and wives of World War I veterans received hiring preference for Census Bureau jobs.

Act of 1919 gave hiring preference to all honorably discharged veterans and their widows, the first time such preference was extended to nondisabled vets. Later that year,

wives of veterans who were unable to work for the government because of disabilities the vets incurred during their service were also given preference.

Previously, all people granted veterans' preference had five points added to their earned examination ratings (at the time, nearly all federal positions, other than appointed ones, required taking and passing a specialized exam). In 1923, disabled veterans received a 10-point addition, and in 1929, widows and wives of disabled veterans were granted the same 10-point increase.

Federal employment for women and minorities

As it did for veterans, the situation for women employed by the federal government also improved in the 1920s—if only slightly. In 1920, women were permitted for the first time to take civil service examinations for any position they wanted although hiring officials could decide whether or not to select them. Most female employees during this time were typists, card indexers, switchboard operators and stenographers. In 1921, CSC noted there has been a decided increase from year to year in the number of women receiving appointment.

CSC also reported that a larger percentage of women
(See 100 Years, page 29)



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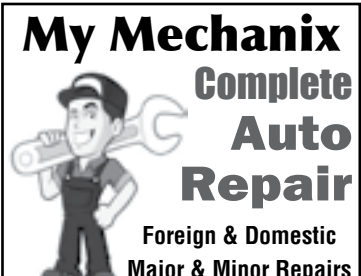


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100 Years

(Continued from page 28)

passed examinations than men and that women are receiving not merely a larger proportion of all appointments but also of appointments of positions of higher salaries and importance, although they provided no statistics to back that up. In 1920, Helen Hamilton Gardener (the pen name of author Alice Chenoweth) was appointed a CSC commissioner, the first woman to occupy such a senior position. Gardener was a writer and a leader of the women's suffrage movement; she served at CSC until her death in 1925.

For minorities, especially African Americans, finding higher-level jobs became more difficult. At the end of WWI, approximately 45,000 African Americans worked for the federal government, 4.9 percent of the total workforce. Ten years later, the number had increased only to 51,882 but because of the drawdown in government jobs after the war, that represented 9.6 percent of the workforce.

Before Woodrow Wilson became president in 1913, a number of African Americans served in high-level civil service positions. They were port and custom collectors, paymasters, postmasters and even diplomats. The year he became president, Wilson and some southern senators launched an unofficial campaign to bar blacks from responsible positions and restrict them, whenever possible, to custodial and janitorial jobs. The auditor of the U.S. Navy, an African American, was asked to resign his position, as were several postmasters.

Agencies including the Department of the Navy, the Treasury, the Post Office, and the Bureau of Engraving and Printing became highly segregated. Some minority employees were placed behind screens where they could not be seen; lunch rooms had segregated sections; and some federal office buildings had white and colored lavatories.

In part to keep African Americans from high-graded clerical positions, all applicants for federal jobs were required to submit photographs, and a rule of three was instituted that permitted appointing officers the discretion to select one of the three highest eligible candidates on the certificate, which made it easy to reject qualified applicants.

Things did not change until the 1930s, when President Franklin D. Roosevelt and his administration began efforts to provide African Americans with better jobs. Writers John A. Davis and Cornelius L. Golightly noted that during the 1920s, it was ironical but true that (African American) prospective workers who had become more highly trained because of increased education in colleges and technical schools found it more difficult to get worthwhile civil service jobs than at the turn of the (20th) century.



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Chapter Meeting Information

Chapter 11, Springfield. Meets 2nd Wednesday, 10:30 am, at the Jimmy’s Egg, 3837 S. Campbell Ave., Springfield, MO. (417) 887-5990.

Chapter 19, Joplin. Chapter 19, Joplin, Meets 2nd Tuesday, 11:30 am at First United Methodist Church, 501 West 4th St, (except July, August and December) (417) 642-5688.

Chapter 20, Greater Kansas City, MO. Meets 1st Saturday monthly (2nd Saturday in July & Sept), 1 pm at Metro Police Station Community Room, 7601 Prospect. (816) 761-0301.

Chapter 112, Greater St. Louis. Meets 2nd Tuesday monthly (except July & December). Lunch at 11 am; meeting at noon. Miss Sheri’s Cafeteria, 5406 Southfield Center, St. Louis. (314) 698-2890.

Chapter 307, St. Joseph. Meets 4th Saturday, 12 Noon (except December) at Bandana’s BBQ Restaurant. (816) 262-0043.

Chapter 313, Jefferson City. Meets 3rd Tuesday, 12 Noon at Perkins Restaurant, 1722 Jefferson St., Jefferson City. (573) 606-8363 or (573) 694-1850.

Chapter 683, Hannibal. Meets 2nd Thursday, 11:30 am at various locations. (573) 735-4713.

Chapter 694, Poplar Bluff. Meets 2nd Wednesday, 12 Noon at Twin Towers. (573) 785-0296.

Chapter 695, West Plains. Meets the 4th Tuesday (except December), 12 Noon at The Ranch House Bar & Grill, 1321 Preacher Roe Blvd., West Plains. (417) 938-4312.

Chapter 991, Corncob Pipe Capital/Washington. Corncob Pipe Capital/Washington, meets 2nd Wednesday of the month, 1 pm, at Ponderosa Steakhouse in Washington. (636) 239-7548.

Chapter 1012, Cass County. Meets 1st Friday, 11:00 am at Foxwood Springs in Raymore, MO (even months). (816) 322-6230.

Chapter 1164, Independence. Meets 3rd Thursday, 1:30 pm at St. Pauls’ Lutheran Church. (816) 478-0172.

Chapter 1240, N. St. Louis Co. / Florissant. Meets 3rd Tuesday, 12 Noon at Harmony United Methodist Church, (except July & December). (314) 837-7057.

Chapter 1278, Jefferson County. Meets 4th Tuesday, 12 Noon, at Ponderosa in Arnold, at the corner of Jeffco and Richardson. (636) 282-9637.

Chapter 1437, Shepherd of the Hills / Branson. Meets 4th, Wednesday, 11:30 am, at The White Fish House in Branson, January to October. The Joint Meeting time and place will be determined at the October meeting. (417) 739-3288.

Chapter 1463, Golden Valley, Clinton. Meets on the 2nd Wednesday at 12 Noon at the Clinton Senior Center. (660) 351-2790.

Chapter 1843, Missouri State NARFE Chapter. Meets on line and via telephone at 11:00 am on the 3rd Monday of May, September, and December, and in person at the annual Federation Conference in April. (573) 372-8101.

Chapter 1859, Mexico. Meets 4th Tuesday, 11:30 am January, March, May, July, September and November at Paris Senior Center, Paris, MO. (573) 672-3202.

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Chapter 1915, N. Central. Meets second Monday at 12 noon at Murray’s Buffet and Grille, 719 South Washington St, Chillicothe. January, March, May, July, September & November. (660) 255-4655.

Chapter 1944, Northland, Excelsior Springs. Meets 2nd Saturday, Please call 816-580-3046 for information and location.

Chapter 1980, Pomme De Terre. Meets 1st Wednesday, 11:30 Lunch, 12 Noon for meeting, at Smith Restaurant, Collins. (417) 998-9320.

Chapter 2041, Blue Springs. Meets 2nd Thursday, 11:00 am, at Club Room, HyVee Grocery, Hwy 7 and Hwy 40. (816) 229-1218.

Chapter 2071, West St. Louis County. Meets 1st Thursday, 11:00 am at Young’s Ice Cream Parlor and Grill, Valley Park, MO. (636) 629-3987.

Chapter 2256, Kansas City North. Meets 1st Friday of even months, 11:15 am, at various locations. (816) 384-1260.

Chapter 2283, Ava. Meets 3rd Wednesday of January, March, May, July, September, and November, 11:30 am, at Subway in Hartville, MO. (417) 736-2504.



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