



THE BEACON

**INFORMING NARFE MEMBERS
FROM THE MOUNTAINS TO THE COAST**

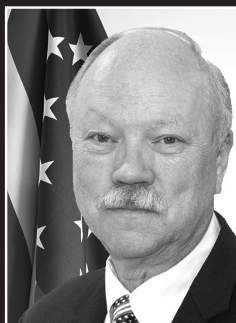
October 2020 - December 2020

National Active and Retired Federal Employees Association



THE PRESIDENT'S MESSAGE

Henry Brattlie
President, NCNARFE



- The 64th Annual Meeting
- Our Digital Future

Greetings! My name is Henry Brattlie. I want to thank all the Federation members for electing me as President of the North Carolina Federation for the 2020-2022 term. I consider it a great honor to occupy this position that my predecessors have so ably filled in the past.

I want to start by talking about our need to continue, as those who came before us did, to “pay it forward.” A great many of us who reside in North Carolina are reaping the benefits of the Bailey Settlement as well as other advocacy-derived benefits. We reap these benefits because many years back members of NARFE worked towards legislation retaining our benefits and supporting a court case that ultimately became the Bailey Settlement. The Bailey Settlement allows many of us to not pay NC taxes on our federal retirement benefits. This is not true for newer retirees. It is my considered opinion that we have a moral imperative to work as hard, or harder, to ensure that current active and retired Federal employees share equal or greater future benefits.

During the course of the next four months, I expect NC NARFE will develop YouTube videos that you can watch from the comfort of your home, that will give you step-by-step guidance on how to effectively use the various components of the NARFE Advocacy Center. I personally find it easier to follow video guidance than written instructions. The more tools you are comfortable using, the more effective NC NARFE will be. After the 2020 Annual Meeting, the Federation created a YouTube channel for NC NARFE. It is named the NC NARFE Channel. This is a repository of NCNARFE videos. We have converted NCNARFE videos to YouTube videos to simplify access for every member. We already have all the 2020 NCNARFE Annual Meeting videos, Durham Digital Chapter Meeting videos, and more available there. It is my hope that we will be expanding that site to include a variety of training videos.

The 2020 NARFE National Election results have been announced and those to our region, Region X, are shown below. The positions were reelected. If you wish to see the results in their entirety, they are available here in The Beacon and on the Federation website, www.ncnarfe.org. I will write about the impact of the various bylaw changes in my next article.

Additionally, I would like to challenge each of you to recruit one or more new members between now and December 31, 2021. Do you have a friend, spouse, another relative, or former coworker, who was or is a federal worker and/or spouse? **Encourage them to join!** NARFE has a history of successful legislative advocacy. One reason is because we have a large group of voting current and retired Federal employees. A second reason is we have both chapter and national members who are regularly meeting with our state and national legislators. If we allow our numbers to continue to decrease, we will no longer have that position of strength.

It is my goal to implement a mission-based budget system. We need to know how we plan to spend the money that is available in an effective and efficient manner. In addition, we have recently commissioned a Special Revenue Committee to look at ways that the Federation can be less dependent on membership dues. I am very optimistic that we will find a variety of ways to broaden our revenue stream.

The 2020 NARFE National Election results have been announced and are shown below. All the positions were reelected. If you wish to see the results in their entirety, they are available on the home page of NCNARFE.org. I will write about the impact of the various bylaw changes in my next article.

National President: Ken Thomas (unopposed)
National Secretary/Treasurer: Kathryn Hensley
Region X RVP: Bill Shackelford

Thank you again voting me to be your Federation President for the 2020 – 2022 term. I commit to maintaining and expanding NC NARFE as a vibrant organization. I will work closely with the board, standing committees and other special committees to accomplish this goal.

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NARFE References

Toll-free Legislative Hotline (24 Hours) — (877) 217-8234
Legislative Action Center — www.narfe.org
NARFE Toll-free — (800) 627-3994
NC NARFE Service Officer — (910) 619-0658

The Beacon

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2020 NARFE Balloting

L. Thomas Jennings
Immediate Past President

- Elections and Bylaws



Results of 2020 NARFE Voting

Balloting for this year's national election ended on the established deadline of August 31, 2020 and the results were published on September 2nd. The Ballot included candidates for national office, proposed bylaws and standing rules amendments, resolutions, and one separate ballot item.

Our National President, Ken Thomas, ran unopposed and was reelected. In a contested race, Kathy Hensley was reelected National Secretary/Treasurer. Regional Vice President results are: Region I, vacant; Region II, Gary Roundtree (new); Region III, Clarence Robinson; Region IV, Bob Helfrich; Region V, vacant; Region VI, Marshall Richards; Region VII, Rodney Adelman; Region VIII, Robert Ruskamp (new); Region IX, Linda Silverio (new); and Region X, our region, Bill Shackelford.

There were sixteen Bylaws Proposals for ballot vote and the membership voted to adopt ten, rejecting six. There were three standing rules amendments, two of which were adopted. In general, the membership followed the recommendations of the National Bylaws & Resolutions Committee (BRC) and most approvals were by super majorities.

Significant changes include an increase in dues to \$48/year, \$92/2 years, \$126/3 years, or \$42 per year for dues withholding. Other changes included reduced rebates to chapters for new members, reduced RVP salaries by 50%, and elimination of COLAs for the National Executive Board (NEB). The last two provisions will not take effect until November 1, 2022. Terms for NEB members will now start on January 1st instead of November 1st. Resolutions will no longer be allowed in the Bylaws. Also, two or more State Federations can pursue merger.

The membership approved two resolutions supporting legislation to eliminate the Windfall Elimination Provision (WEP) and increase Social Security Benefits. The BRC had recommended against adoption because NARFE already has established positions on these proposals.

The Election Services Company that handled our election distributed 202,533 ballots. Total returns by Internet were 9,614 and by mail 4,106 for a total of 13,720. This constituted a return rate of 6.77%. In North Carolina, 5,110 ballots were distributed and 543 returned for a return rate of 10.63%. Participation data for individual chapters is available. The Excel document, titled "Return Summary by Chapter," is being posted on our Website, ncnarfe.org.

EXECUTIVE VICE PRESIDENT

Charles Talley
NCNARFE Executive VP

- The 64th Annual Meeting
- Our Digital Future



Voting Matters

Why Voting Matters – even if your side loses. You'll get your day to vote and if you don't, there are a lot of reasons you should that go beyond close races and who controls Congress. If you're angry, you can vent your spleen. If you're positive, you can cast a vote for hope.

If you're locally minded, there are 6,000 elections taking place that won't send anyone to Washington but will affect your community. 155 referenda will determine everything from whether pot is legal to whether more poor people have access to health care.

Every vote is a signal, even if your side loses. The size of the losing vote makes politicians listen. If the vote against them gets bigger, they might be out of a job.

A vote even for the loser might encourage candidates who share your views to run, or spark people of like mind to band together to push for other kinds of change in their community.

If you're tired of the pundits, Twitter jockeys, outside influence, and interest groups that try to think for you, a vote is a chance to bonk them all in the nose – metaphorically. **Another reason to vote is to reaffirm the original American experiment: that we could resolve our differences through ballots, not brawls.**

I'll tell you why I vote. People have been murdered trying to protect the right to vote for Black Americans. When intimidation didn't work, voters were made to take poll tests and the questions were designed to confuse. One was: "Spell backwards forwards." Another: "Print the word vote upside down but in correct order."

Citizens had 10 minutes and if they didn't make a perfect score, they weren't allowed to vote. Fellow Americans were not just denied their guaranteed right, they were made to feel small.

We are bigger than that, so we don't dare treat that right flippantly. Now that you have cast your vote and we've elected our representatives, what are you to do?

1. Track their records to see whether they stick to their platforms
2. Hold them accountable for their votes and actions
3. Visit, call, or email their offices to let them know you are listening and watching, and you are acting to assure your best interests remain front and center
4. Inform your family, friends, communities, associations, and other

See Voting Matters/Continued on page 3

institutions of the policies and procedures that will affect you and/or them

5. Stay vigilant, observant, alert, circumspect, attentive, awake, aware, heedful, sharp-eyed, eagle-eyed, hawk-eyed, and, most of all, **continue to vote.**

Legislation to Watch:

- **Lowering Prescription Drug Costs** – Prescription drug cost are increasing at a rate 10 times faster than inflation and the federal government is starting to take on pharmaceutical companies.
- **Federal Pay Raises** – The government needs highly qualified employees in order to operate efficiently and workers need to be compensated for that quality work.
- **Medicare & Social Security Reform** – Medicare’s trust fund will fall short by 2026 and Social Security’s trust fund will fall short by 2034. if that happens benefits would drop by about 20 percent.
- **Health Insurance issues**—preexisting health conditions, charges for insurance based on age
- **Fixing pension shortages** as pension funds had a \$1.4 trillion deficit: \$2.6 trillion in assets and liabilities of \$4 trillion. A change could make defined benefit pensions more sustainable.
- **Fraud protection** – financial exploitation has increased with more elderly people being targeted.
- **Blue Water Navy Vietnam Veteran Act H.R. 299** - Veterans who served as far as 12 nautical miles from the shore of Vietnam, or who had service in the Korean Demilitarized Zone, are presumed to have been exposed to herbicides, such as Agent Orange, and may be entitled to service connection for any of the 14 conditions related to herbicide exposure.
- **Postal Reform** – The Postal Service is part of a trillion-dollar industry. Many private companies and individuals want to privatize the Postal Service because of the billions of dollars made by the Postal Service annually. That revenue pays employees’ salaries; pays a percentage of employees’ retirement; pays a percentage of employee health benefits; and it pays for utility bills, vehicle repairs/purchase, post office maintenance, and all other operating expenses.

The Post Office Department was written into the United States Constitution so that every American would have a form of communication, no matter how remote the location where they lived or worked. Privatizing the Postal Service, the one agency which doesn’t rely on the taxpayers to operate would do irreparable harm to these United States.

Helpful Political Information:

- Votesmart.org
- RealClearPolitics.com
- Ballotpedia.org
- PolitiFact.com

If you have any questions please email NARFE’s Advocacy Department at advocacy@narfe.org or call 1-800-456-8410

North Carolina Federation - NARFE
follow us on Facebook @ <https://www.facebook.com/ncnarfe>
visit our homepage @ www.ncnarfe.info

THE SECRETARY'S DESK

Dave Phillips
NC NARFE Secretary



• Board Meeting Highlights

Highlights of the NC NARFE Executive Board Meeting

1. The NC NARFE Executive Board meeting took place Wednesday, August 12 via teleconference because of the Coronavirus Pandemic. NCNARFE President Henry Brattlie presided. There was a quorum

2. New members welcomed to the board were: Carolyn London – Membership Coordinator; Vilma Geisert – Editor; Jim Cain – Area III Vice President; and Sam Pipkin – Area IV Vice President. Bill Shackelford, Region X Vice President, swore in these new members, along with the other appointed members of the board.

3. Region X Vice President Bill Shackelford presented his report. The NARFE Headquarters office remains closed because of the pandemic. Headquarters will proceed with a slow opening with a goal to be back in operation by September. Overall NARFE membership is still declining. As of August 2020, there are 23,343 members in Region X. There are 11,145 members in 115 chapters and 12,289 national-only members. LEGCon 21 is scheduled for June 21 – 23, 2021 at the Hyatt Capital, Washington, DC. The NARFE centennial will be celebrated in conjunction with LEGCon.

3. The NC Federation donated \$14,758 for Alzheimer's Research by the end of the fiscal year. Support was requested for HB3113 and Senate Bill 1728. These bills would extend the sale of the postage stamp supporting Alzheimer's Research. Members are asked to contact their legislators and ask that they support this legislation.

4. Sam Crain, Treasurer, reported that through the careful monitoring of income and expensed, NC NARFE was able to finish FY 2019/2020 within the approved budget. The 2020/2021 budget is \$24,000, approved by the membership on the last ballot.

5. Area Vice Presidents reported that several chapters are continuing to meet using either GoToMeeting or Zoom.

6. Ron Buffaloe, Membership Coordinator, reported that since January 1, 2020 we've lost 286 chapter members and 655 national-only members in NC. Recruitment of new members will be a challenge, as most of the Federal Employee Health Plans will have virtual meetings rather participating in in-person health fairs this year. Discussion emphasized that we need to work on retention of those members that we have, as well as working to recruit new members.

Carolyn London, the incoming Membership Coordinator, will be contacting Blue Cross/Blue Shield to see whether a representative from NC NARFE may have time during their virtual presentations to promote NARFE membership.

7. NARFE-PAC gave a donation to Congressman Greg Murphy of the NC 3rd Congressional District. Legislative issues that are still a priority are preservation of the postal service, reformation of the Windfall Elimination Provision, Fair COLA for Seniors, etc. The full list may be found at the Legislative Action Center at NARFE.org.

8. Vivian Vair, NC NARFE Alzheimer's Coordinator, reported that NCNARFE chapters donated \$10,740 to Alzheimer's Research from May 1, 2019 – July 31, 2020.

9. The July – September 2020 Beacon went out either hardcopy or via email to the membership. Almost 2,300 emails went to chapter and national-only members, of which 1,895 emails were unopened. The board discussed ways The Beacon could be changed or improved to encourage members to read it, given that it is the primary communication link within the association.

10. The final report for the 2020 NCNARFE Annual Meeting was presented. The webinar format was favorably received, and participation was better than anticipated. Meeting presentations can be found on YouTube by typing NC NARFE in the search box.

11. The board approved the members of the standing committees for 2020/2021. The standing committees are: Audit, Bylaws, Nominating, Resolutions, Ballot and Teller, and Budget.

12. NC Blue Cross/Blue Shield has given a grant of \$1,500 to NCNARFE to be used towards new chapter banners. Chapters wishing to replace their banners with new ones with the new NARFE logo will be given \$50 to help defray the cost of the banner. The chapter must then pay the balance of the cost. It is estimated that the cost per banner will be about \$100. A new graphic for the banner is being developed.

13. NCNARFE had an incredibly good participation during the recent Federation election. About 19% of our members voted. The Voting Procedure Committee will continue to evaluate having a hybrid election process whereby a member may be able to vote online or by paper ballot.

14. The Board approved a Revenue Generation Committee to be chaired by Charles Talley, NCNARFE Executive Vice President. Means to improve our fiscal standing will be reviewed and evaluated in view of our changing membership level. The Board also approved the Strategic Planning Committee, to be chaired by Charles Talley.

15. The 2021 Annual Meeting is scheduled for May 4-6, 2021 at the Crowne Plaza Hotel, Hickory, NC. If necessary a virtual meeting will occur May 4.

FEDERATION TREASURER REPORT

Sam Crain
NC Federation Treasurer

- A New Fiscal Year



Starting a New Fiscal Year

As all of you know, this year has been very unusual. Due to the COVID-19 virus, we did not have a physical Annual Meeting, but we did have a terrific virtual Annual Meeting. We had an election of officers for the next two years and I want to take this opportunity to thank each of you for again electing me as your Federation.

We also voted for a new Fiscal year budget, which is also very unusual in that the amounts were reduced again this year. Usually budgets go up each year in the federal community, but ours went down. Hopefully, you have noticed our membership has been declining for the last several years, which also means our Federation income has been declining. It also means that our expenses have also had to decline because we cannot spend money we do not have. You may know that our income is directly tied to the number of members we have. However, this has enabled us to find ways to continue to serve you with less expense. We have had to search for ways to serve you in innovative ways we have not tried before. For example, we have reduced the number of times we physically meet from four times a year to two. Another thing we are doing to increase funds differently is to charge for ads in The Beacon. This increase the size of the paper, which costs more, but the money from the ads offset the added cost. I can assure you that the Federation Board is always alert to ways we can do a better job serving you

						NORTH CAROLINA FEDERATION								
OFFICER	MILEAGE	MEALS	LODGING	SUPPLIES- COPIES	POSTAGE	2021 ANNUAL MEETING	REGION X CONFERENCE	NEW MBR/DW PROJECT	NEWSPAPER	MISC	10% FUND EXP	TOTAL	2020/2021 BUDGET	BUDGET BALANCE
PRESIDENT												\$0.00	\$2,200.00	\$2,200.00
EXECUTIVE VP												\$0.00	\$1,500.00	\$1,500.00
SECRETARY												\$0.00	\$600.00	\$600.00
TREASURER												\$0.00	\$800.00	\$800.00
A1/2 VICE PRES												\$0.00	\$300.00	\$300.00
A 3 VICE PRES												\$0.00	\$950.00	\$950.00
A 4 VICE PRES												\$0.00	\$100.00	\$100.00
A 5 VICE PRES												\$0.00	\$50.00	\$50.00
A 6 VICE PRES												\$0.00	\$700.00	\$700.00
NAT LEG												\$0.00	\$700.00	\$700.00
NARFE/PAC												\$0.00	\$200.00	\$200.00
STATE LEG												\$0.00	\$700.00	\$700.00
MEMBERSHIP COR												\$0.00	\$600.00	\$600.00
PUBIC RELATIONS												\$0.00	\$400.00	\$400.00
SERVICE OFFICER												\$0.00	\$500.00	\$500.00
ALZHEIMERS CO												\$0.00	\$500.00	\$500.00
EDITOR												\$0.00	\$400.00	\$400.00
WEB SITE MASTER												\$0.00	\$800.00	\$800.00
PAST PRESIDENT												\$0.00	\$550.00	\$550.00
BALLOT & TELLER												\$0.00	\$1,700.00	\$1,700.00
MAILING BALLOTS												\$0.00	\$1,900.00	\$1,900.00
NEWSPAPER												\$0.00	\$6,000.00	\$6,000.00
INSURANCE												\$0.00	\$100.00	\$100.00
ANNUAL MEETING												\$0.00	\$0.00	\$0.00
MEETING ROOM												\$0.00	\$0.00	\$0.00
10% FUND EXP												\$0.00	\$400.00	\$400.00
MEMBERSHIP												\$0.00	\$500.00	\$500.00
SPECIAL PROJECTS												\$0.00	\$0.00	\$0.00
NEW MBR INCENT I												\$0.00	\$750.00	\$750.00
DW PROJECT												\$0.00	\$100.00	\$100.00
MISCELLANEOUS												\$0.00	\$0.00	\$0.00
TOTALS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,000.00	\$24,000.00
												\$0.00		\$24,000.00

North Carolina
Federation - NARFE

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@ <https://www.facebook.com/ncnarfe>

FINANCIAL REPORT FOR FISCAL 2021			
QUARTERS 1, 2, 3 , & 4 from August 1, 2020 thru July 31, 2021			
BEGINNING BALANCE ON HAND (ALL ACCTS.)			
CHECKING	MM		
\$46,137.92	\$21,032.98		\$67,170.90
Interest from Money Market	\$0.36		
INCOME:			
10% Funds from National Headquarters	\$1,469.72		
Per Capita from Chapters	\$0.00		
Funds for Ads in the Beacon	\$0.00		
Funds from Closing Chapters	\$1,215.51		
Funds donated for new Banners	\$1,500.00		
TOTAL INCOME			\$4,185.59
TOTAL TO BE ACCOUNTED FOR			\$71,356.49
EXPENSES:			
Mileage			
Meals			
Lodging			
Supplies/Services			
Postage			
Miscellaneous			
2019 Annual Meeting Expenses			
2020 Annual Meeting Expenses			
Federations Presidents Registration			
Beacon Newspaper			
Insurance			
Membership Supplies			
Region X Conference			
10% Fund Expense			
New Mbrs & Dues Withholding Rebates			
Ballot & Teller(Election Expenses)			
TOTAL EXPENSES			\$0.00
ENDING BALANCE ON HAND (ALL ACCTS.)			
CHECKING	MM		
\$50,323.15	\$21,033.34		\$71,356.49
TOTAL TO BE ACCOUNTED FOR			\$71,356.49
Signed Sam Crain , Treasurer	Date	8/31/20	



Everyone knows someone who is dealing with Alzheimer’s Disease

JOIN THE BATTLE TODAY!




NARFE.ORG - NCNARFE.ORG

GREETINGS FROM THE
CENTRAL PIEDMONT

Pat Brannin
Area II Vice President

- The Merit System Protection Board



The Merit System Protection Board

NARFE protects Federal Benefits. When we think about benefits, we think primarily in terms of pay, leave, retirement, and insurance. However, we have other benefits. One is the Merit System Protection Board (MSPB), which was established as part of the 1978 Civil Service Reform Act of 1978 Public Law 95-454. It is an independent, quasi-judicial agency in the Executive branch. There are nine Merit System Principles that apply to the recruitment and employment actions for Federal Employees that basically ensure that people will be hired based on merit; they will not be discriminated against; and decisions will be based on their performance rather than someone’s personal feeling about them. If one believes that any of those principles have been violated by the agency one would go through agency processes and may ultimately bring the case to the MSPB. The MSPB adjudicates individual employee appeals of personnel

actions and conducts merit system studies. It also reviews significant actions of the Office of Personnel Management to assess the degree to which those actions may affect merit.

The Board has three members who are nominated by the President and confirmed by the Senate. Since early 2017, the Board has operated without a quorum and the last of the three board members’ terms ended the in February 2019. This is the first time in 40 years that there was not a quorum. The Board is non-partisan – only two members can be from the same party. According to a June 2020 CBS article, the President has nominated three Board members, In fact, there were three nominees in 2019 and two had been confirmed, but the committee wanted to wait until all were confirmed before releasing any of them. However, the Senate has not taken action. In the article, CBS inquired of Senate Majority Leader Mitch McConnell who said if they were not on the calendar, they would have to ask Senator Schumer. They contacted the office of Senate Minority Leader Chuck Schumer, whose spokesman pointed out “... Senate Majority Leader McConnell has full control over which nominees are voted on and which ones aren’t.” My suggestion is that we, as NARFE members, use our voice by going to the NARFE website and let our Senators know that the Merit System Protection Board must be filled so that the almost 3,000 cases that are waiting can to be adjudicated. There are employees in limbo about the status of their employment and there are agencies also in limbo, not knowing how to proceed. And the longer they wait, the more money the Government will have to reimburse in back pay for those who might win their cases.

Region X NEWS

William “Bill” Shackelford
Region X Vice President



• 2020 NARFE Balloting

2020 Balloting Results

Balloting in the 2020 NARFE National Election closed at midnight on August 31. Election Services Corporation certified the final votes and Colette Trohan, NARFE’s National Parliamentarian, verified the results in a report provided to NARFE Executive Director Barbara Sido on September 2.

I want to express my thanks to all Chapter and National-Only members who participated in the voting process. In addition to casting your vote for National and Regional Officers, there were also 21 bylaws amendments, standing rules, and resolutions on the ballot. Three of the items pertained to the fiscal policy of our organization and were all cost-cutting and revenue-

raising measures approved by the National Executive Board (NEB) to salvage NARFE’s financial viability.

Bylaw #2020 provided for a membership dues increase from \$40 to \$48 (one year), \$72 to \$92 (two years) and (\$102 to \$126 (three years). Dues withholding membership dues would increase from \$34 to \$42 annually. This dues increase is effective January 1, 2021. Membership dues remain NARFE’s primary revenue source and this amendment was approved by 68% of the membership.

Standing Rule #2005 provided for a reduction of the rebate to chapters for new members who join a chapter at the same time they join NARFE from one-third (1/3) to one-sixth (1/6) of new member dues, to be more in line with average chapter dues. Under the current dues structure, coupled with the approval of Bylaw #2020, the reduction will be from \$16.00 to \$8.00. These new amounts are more in line with current average chapter dues. This amendment was approved by 80% of the membership.

NEB #01 was a cost-cutting and revenue-raising proposal, requiring membership approval, which would cut the salaries of the Regional Vice Presidents by 50%, effective November 1, 2022. This measure, approved by 75% of the membership, in conjunction with eliminating NEB COLAs, reducing RVP travel and office expenses, out-sourcing the magazine, combining magazine issues [June/July], and limiting merit raises should contribute to the improvement of the fiscal status of NARFE.

Again, thanks for your continued support of our organization and **“REMEMBER – Together We Can Move NARFE Forward”**

STATE LEGISLATIVE OFFICER REPORT

John Allis
State Legislative Officer



- Voting
- COVID
- Bailey Extension

Voting in November

Voting has begun in North Carolina. Mail-in/Absentee ballots are being sent out to those who have applied. In my last report, I indicated that two witness signatures would be required on a mail-in ballot. That is incorrect – only one is required. The confusion, on my part, was because the change is for this election only. Unless the legislature acts again, two signatures will be required for all subsequent elections.

If you intend to vote by mail and have not applied yet, there is a new method available. On the State Board of Elections (BOE) web site (ncsbe.gov) there is a banner that will lead you to the online portal to request a ballot. Click the banner and follow the directions. You can also register there, if necessary. If you have forgotten and request another ballot, the site will tell you that you have already done it. You can still request a ballot by mail, email, fax or phone. A blank request form is available on the same web site. Request your ballot now from your county board of elections! If you decide to vote in person, just don’t send it in.

I have already received my ballot. It was sent out Sept.4, the first day. It looks just like the ballot you get in person and is voted the same way. It has your voting precinct hand-written at the top, so your vote will be credited properly. It is a full two pages in most counties, so be sure to vote the back also. The ballot envelope has a bar code so that you can track it to the board of elections using the new BallotTrax app. The link to the BallotTrax portal is available on both the Mail-In Ballot page and the Absentee Ballot page. Be sure to put 55 cents postage or a forever stamp on the return envelope.

Make sure you provide a phone number or email address on your mail-in ballot application. If there is a procedural error on your ballot envelope, your local board will contact you in order to correct it. If the error cannot be corrected, you can still vote in person, early or on Nov. 3. This is another good reason to mail your ballot early.

Early in-person voting sites open October 15 and are open through October 31. Sites and times of operation for your county can be found

on the BOE web site by selecting your county. Mail-in ballots can be hand delivered to an early voting site or to the county board of elections office. Read the directions carefully, as only you or a close relative can hand deliver a ballot.

COVID-19 in North Carolina

The number of cases of COVID-19 in North Carolina has been in



See Voting in November/Continued on page 8

decline since early July. A small increase occurred when universities tried to open with in-person classes. The decline resumed after all classes went online. The Governor decided this was progress enough to open gyms but not bars.

More than half the deaths occur in the age group 75 and up. When 65-74 is added in, the total rises to 80% of deaths. This occurs even though only 13% of confirmed cases are in these groups. Those of us in these age groups should continue to be very careful to limit opportunities for exposure. In my view, a viable vaccine will not be generally available before Spring 2021.

Bailey Expansion

Remind your legislators that NARFE and the 4th Branch will be asking for Bailey to be expanded to all government retirees when the new legislature convenes next year.

MEMBERSHIP NEWS

Carolyn London
NCNARFE Membership Coordinator



• Challenges ahead

First, thank you, Henry Brattlie, for appointing me as the NC Federation Membership Coordinator. While not new to the Board, I have not served in this position before. I appreciate the opportunity to work with all of you to enhance our great organization. I welcome the challenges we face and, believe me, we have many, but working together as a team I believe we can and will meet them.

For those of you who have been paying attention to the articles in The Beacon, and the NARFE Magazine, you know that our membership numbers are dropping rapidly. Our first challenge is to recruit new members; second, we must focus on retaining the members we currently have. Recruitment and retention go together.

Because of COVID-19 and the medical necessity of social

distancing, we will not have face-to-face access to active employees as we have in past years. Health fairs will be virtual and healthcare insurance providers will be mailing health insurance information to federal installations. My plan is to do the same. I will send or take recruitment packets to all federal agencies for which I have a contact. I suggest you do that also. If you need recruitment materials like bags, pens, or scratchpads please let Henry or me know. You should order NARFE magazines, applications, and other flyers from NARFE Headquarters in time for when you need them.

Remember the National Membership Drive is ongoing. It began on September 1st and ends December 31, 2020. Recruiters will receive \$10 for each new member, current or retired, who joins during this time period.

Effective January 1, 2021, there will be yet another change that will also present a challenge. Dues will increase to \$48.00 and historically when dues increase, we lose members.

As holiday time approaches you might consider giving a NARFE gift membership to a federal employee who works with or for you. Individuals who come to mind are your letter carrier or perhaps someone who helps you with bulk mailing.

As your Membership Coordinator, I challenge every current member to recruit at least one new member this year. Just think, this could double our numbers! It is up to us to help NARFE grow and thrive!

National Legislative Officer

Charles Talley
National Legislative Officer



• NARFE PAC

VOTING BY MAIL

Voting by mail is not new in the United States -- nearly 1 in 4 voters cast 2016 presidential ballots that way. Routine methods and the decentralized nature of U.S. elections make it very hard to interfere with mailed ballots, experts say.

While mail balloting has its drawbacks, it can help minimize the

long lines, faulty voting machines, and coronavirus-induced staffing shortages that have plagued some elections this year.

HOW SECURE IS IT?

Election experts say it would be nearly impossible for foreign actors to disrupt an election by mailing out fake ballots.

For one thing, voters won't just be selecting a president: They might be choosing candidates for city council, school board, and weighing in on ballot initiatives. That can require hundreds of different ballot designs in a single county and the United States has more than 3,000 counties.

Ballots aren't counted if they aren't printed on the proper type of paper and don't include specific technical markings.

States also require voters to sign the outside of their envelope, which they match to a signature on file.

Some 29 states and the District of Columbia allow voters to track their ballots to ensure they are received, according to the National

See Voting by Mail/Continued on page 9

Conference of State Legislatures. Fourteen states and D.C. also allow voters to return their ballots by hand if they don't trust the mail.

Those envelopes are typically opened by a different group of workers than those who scan the ballots. Outside observers are allowed to monitor the process to ensure voter privacy.

IS FRAUD A PROBLEM?

As with other forms of voting, documented cases of mail-ballot fraud are extremely rare.

A leading foundation found 14 cases of attempted mail fraud out of roughly 15.5 million ballots cast in Oregon since that state started conducting elections by mail in 1998.

The most prominent cases of mail fraud have involved campaigns, not voters. North Carolina invalidated the results of a 2018 congressional election after state officials found that a campaign operative had orchestrated a ballot fraud scheme.

DOES IT HELP TURNOUT?

Turnout rates tend to be higher in states that conduct elections by mail. A Stanford University study found that participation increased by roughly 2 percentage points in three states that rolled out universal voting by mail from 1996 to 2018. It had no effect on partisan outcome and did not appear to give an advantage to any particular racial, economic or age group.

In Colorado, 77% of voting age citizens cast ballots in the 2016 presidential election, the highest figure in the country, according to the U.S. Election Assistance Commission. In Oregon, that figure was 72% and in Washington it was 68%, well above the national rate of 63%.

ARE THERE BARRIERS?

Like any other voting method, mail balloting has its drawbacks.

States rejected 1% of returned ballots in 2016 for arriving too late, missing signatures or other problems, according to EAC figures -- though that figure was as high as 5% in some states. It can be more difficult to fix errors on mail ballots than on those cast in person, experts say.

No matter how you do it just vote and vote in the best interest of your community.

Please renew your membership via Dues Withholding and ask others to join. Become a Sustainer for NARFE-PAC for a better America.

If you have questions call 1-800-456-8410.

National Legislative Officer

Charles Talley
National Legislative Officer



- **Voting is important!**

Why is voting so important? We only need look back 100 years!

Carrie Chapman Catt, a leader in the women's suffrage movement in its last years (leading the more "conservative" faction), was also the founder of the League of Women Voters and a founder of the Women's Peace Party during World War I.

She celebrated the winning the vote for women with a speech including these words on August 26, 1920:

"The vote is the emblem of your equality, women of America, the guarantee of your liberty. That vote of yours has cost millions of dollars and the lives of thousands of women. Money to carry on this work has been given usually as a sacrifice, and thousands of women have gone without things they wanted and could have had in order that they might help get the vote for you. Women have suffered agony of soul which you can never comprehend, that you and your daughters

might inherit political freedom. That vote has been costly. Prize it!

The vote is a power, a weapon of offense and defense, a prayer.

Understand what it means and what it can do for your country. Use it intelligently, conscientiously, prayerfully. No soldier in the great suffrage army has labored and suffered to get a "place" for you. Their motive has been the hope that women would aim higher than their own selfish ambitions, that they would serve the common good.

The vote is won. Seventy-two years the battle for this privilege has been waged, but human affairs with their eternal change move on without pause.

Progress is calling to you to make no pause. Act!"

Other selected Carrie Chapman Catt Quotations:

"The vote is the emblem of your equality, women of America, the guarantee of your liberty."

"To the wrongs that need resistance, To the right that needs assistance, To the future in the distance, Give yourselves."

"This world taught woman nothing skillful and then said her work was valueless. It permitted her no opinions and said she did not know how to think. It forbade her to speak in public and said the sex had no orators."

"When a just cause reaches its floodtide, as ours has done in that country, whatever stands in the way must fall before its overwhelming power."

"The time has come to cease talking... and invade town meetings

and caucuses...”

“There are two kinds of restrictions upon human liberty -- the restraint of law and that of custom. No written law has ever been more binding than unwritten custom supported by public opinion.”

“There are whole precincts of voters in this country whose united intelligence does not equal that of one representative American woman.”

Catt issued many statements in her life about race, including some that defended white supremacy (especially as the movement tried to win support in southern states) and some that promoted racial equality.

“White supremacy will be strengthened not weakened, by women’s suffrage.”

“Just as the world war is no white man’s war, but every man’s war, so is the struggle for woman suffrage no white woman’s struggle, but every woman’s struggle.”

“The answer to one is the answer to all. Government by “the people” is expedient or it is not. If it is expedient, then obviously all the people must be included.”

“Everybody counts in applying democracy and there will never be a true democracy until every responsible and law-abiding adult in it, without regard to race, sex, color or creed has his or her own inalienable and unpurchasable voice in government.”

“Some of you hold to the doctrine of states’ rights as applying to woman suffrage. Adherence to that theory will keep the United States far behind all other democratic nations upon this question. A theory which prevents a nation from keeping up with the trend of world progress cannot be justified.” (From “Woman Suffrage Is Inevitable”)

“Your party platforms have pledged women suffrage. Then why not be honest, frank friends of our cause, adopt it in reality as your own, make it a party program, and “fight with us”? As a party measure--a measure of all parties--why not put the amendment through Congress and the legislatures? We shall all be better friends, we shall have a happier nation, we women will be free to support loyally the party of our choice, and we shall be far prouder of our history.” (From “Woman Suffrage Is Inevitable”)

Support NARFE with your membership, ask others to join and become a Sustainer to NARFE-PAC for a better America.

National-Only Corner

Vilma Geisert
NCNARFE National-Only Member



A Call to National-Only Members

Hello, fellow National-Only members and welcome to North Carolina NARFE. You should know that National-only membership

affords us the same rights and privileges that chapter members enjoy. This means we can participate fully in NARFE activities, including opting to participate in your Federation activities.

All members of NCNARFE, including National-Only members (NOM), receive copies of our quarterly newspaper, *The Beacon*. We can also catch up on *The Beacon* on the Federation’s website, www.ncnarfe.org. Take time to browse through *The Beacon*.

On another note, if you find yourself beefing about national current events, especially those impacting active and retired federal employees, do something about it! NCNARFE needs Congressional District Liaisons, so perhaps you can be of influence by volunteering as one. Contact Charles Talley, NCNARFE’s Executive Vice President and National Legislative Officer, to find out how you can sign up. As they say, “No harm, no foul!”

Let’s talk more next quarter.

Coming Events		
Columbus Day	October 12	Unites States
Election Day	November 3	United States
NCNARFE Federation Executive Board Mtg	November 10-11	Hickory, NC
Veterans Day	November 11	United States

NARFE National President Letter Concerning the USPS

Dear Member of Congress:

On behalf of the National Active and Retired Federal Employees Association (NARFE), I write to express serious concerns with recent changes in United States Postal Service (USPS) operations that threaten substantial delivery delays, and to urge support for legislation to ensure an adequate level of service to the American people.

Americans rely on the Postal Service to deliver life-saving prescription medications and essential goods and communications. In some cases, delivery delayed is delivery denied, as it could force individuals to forego delivery in the future or receive medications or goods too late to use for critical needs. For seniors, especially those with preexisting medical conditions, quarantining for safety, a trip to the pharmacy, store or polling site could unnecessarily expose them to greater risk of infection from COVID-19. While the Postmaster General may be measuring service cuts in terms of dollars saved, Americans may measure them in services, or even lives, lost.

The recent USPS operational changes threaten to cause substantial delays in mail delivery, and have already done so, based on significant anecdotal evidence and expert opinion. Internal Postal Service documents indicate policies to eliminate overtime and restrict the number of deliveries by curtailing late or extra trips, resulting in mail left behind on the workroom floor or docks, undelivered at the end of the day. For our tens of thousands of current and former postal employee members, this is practically unheard of and antithetical to the ethic of service adhered to by those who contributed their careers to USPS. Furthermore, based on letters from the USPS General Counsel to both Congress and the states, NARFE is concerned that the Postal Service is abandoning its practice of treating all election mail as First-Class mail. Doing so could make it more difficult for citizens to receive, and/or more costly for states to send, absentee ballots in a timely manner. That could weaken the ability of citizens to vote from home, a more significant issue amidst the ongoing pandemic.

It is called the Postal **Service** for a reason. It is not a business designed to make a profit, and cost-cutting efforts that undermine the universal service provided to the American people run counter to the USPS mission and purpose.

For these reasons, I urge you to support legislation to ensure the Postal Service reverses the recent operational changes and provides an adequate level of service to the American people. This week, the House will vote on H.R. 8015, the Delivering for America Act, to prohibit the recent changes and ensure pre-pandemic service levels. NARFE urges all members of Congress to support the bill.

NARFE also continues to urge Congress to pass emergency appropriations for USPS to ensure financial viability without decreased service. Such funds would be provided by provisions of H.R. 6800, the Heroes Act, which passed the House, and a bipartisan Senate measure, S. 4147, the Postal Emergency Assistance Act, among other bills. We urge swift passage by both chambers of adequate funding. Congress must make the financial commitment to ensure this cherished institution endures. There should be no excuse, however weak, for the current service cuts.

The Postal Service provides a vital lifeline linking communities and delivering essential goods and communications throughout this crisis. During this time of economic uncertainty and unprecedented challenge for every American, we can ill afford the demise of USPS.

Thank you for the consideration of our views. If you have any questions or concerns, please contact NARFE's Staff Vice President for Policy and Programs Jessica Klement at jklement@narfe.org.

Sincerely,

Ken Thomas
NARFE National President

NARFE Issues Statement on Payroll Tax Deferral for Federal Employees

September 1, 2020

Alexandria, Va. – In response to the Administration’s plan to implement its deferred payroll tax policy for federal employees, NARFE National President Ken Thomas issued the following statement:

“I hope federal employees see this for what it is: a short-term loan that will need to be repaid in full, and not an increase in take-home pay. Unfortunately, I worry that millions of federal workers will be caught off guard by the size of their tax bill next year. I urge them to save the extra income they receive through their paychecks for next year’s taxes.

“While the Presidential Memorandum directs the Secretary of the Treasury to explore avenues, including legislation to eliminate the obligation to pay the deferred taxes, federal employees should not expect that to occur. Congress has not supported the deferral policy, and there has been no indication that it will accede to the Administration’s request to approve legislation to eliminate the taxes. Furthermore, there is no clear, legal avenue for the Secretary of the Treasury to do so unilaterally.”

2020 National Ballot Results

Officer Elections

Contested races only.

National Secretary/Treasurer

- Kathryn Hensley

Region IV RVP

- Robert Helfrich

Region IX RVP

- Linda Silverio

Region X RVP

- Bill Shackelford

Bylaws Proposals and Standing Rules

- **B-2002 Ballot Design Standards**

Adds ballot design standards to the bylaws

REJECTED

- **B-2004 National Executive Board Authority**

Clarifies NEB governance authorities

ADOPTED

- **B-2005 National Officers’ Vacancies**

Adds how a National Secretary/Treasurer vacancy will be filled

ADOPTED

- **B-2006 Bylaws Revision**

Eliminates general revisions of bylaws

ADOPTED

- **B-2007 Voting**

Eliminates resolutions from bylaws

ADOPTED

- **B-2008 Equality in Proposing Amendments**

Reduces number of members to propose amendments

REJECTED

- **B-2009 Federation Mergers**

Permits two or more states to merge federations

ADOPTED

- **B-2010 Secretary/Treasurer Term Limits**

Limits to three consecutive terms

ADOPTED

- **B-2011 National Officer/RVP Office Terms**

Beginning date of terms changed to January 1

ADOPTED

- **B-2014 Simplify Voting Process**

Permits voting on bylaws at national conference

REJECTED

- **B-2015 Executive Director Duties**

Streamlines duties enumerated in the bylaws

ADOPTED

- **B-2017 Voting Member Privileges**

Requires voting after national conference

REJECTED

- **B-2018 Add Spousal Members**

Adds spouses to membership at no cost

REJECTED

- **B-2020 Dues Increases**

Increases member dues

ADOPTED

- **B-2021 Federation Payments**

Reduces member dues rebates to federations

REJECTED

- **BRC-01 Member Categories (Combines B-2003, B-2012 and B-2019)**

Reorders membership categories and eliminates “supporting” members

ADOPTED

- **S-2002 Ensure Committee Diversity**

Includes all member categories on committees

REJECTED

- **S-2003 NARFE Audit Publication Deadline**

Eliminates June deadline for publication of audit

ADOPTED

- **S-2005 Chapter Payments**

Reduces new member dues rebates to chapters

ADOPTED

Resolutions

- **R-2001 Eliminate WEP**

Support legislation to end the WEP Social Security penalty

ADOPTED

- **R-2002 Increase Social Security**

Support legislation to increase Social Security

ADOPTED

Proposed Action: NEB-01

Title: NEB Salaries Proposed by: National Executive Board

ADOPTED

In accordance with Article VI, Section 2, which requires the NEB to “perform such other duties as directed by membership ballot” and Article III, Section 4.B., which requires a two-thirds vote to approve “any resolution or report that recommends changes in dues or compensation of the national officers or of the RVPs, the NEB has adopted the following motion for ratification by the membership. To cut RVP salaries by 50%; no COLA for the entire NEB, effective November 1, 2022.

5 REASONS TO GIVE TO **NARFE-PAC**

NARFE-PAC fights for you by:

1

Helping elect
members of Congress
who support
the federal
community

2

Building strong
relationships with
lawmakers, a key
component of winning
legislative fights

3

Ensuring the
federal community is a
powerful political force
across the country

4

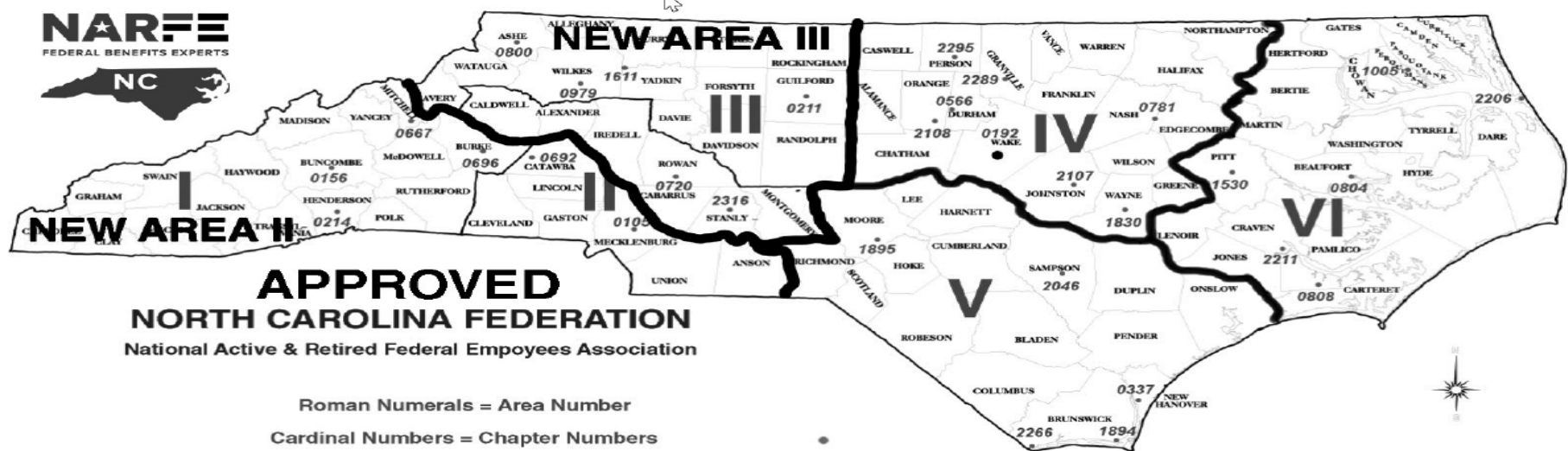
Pooling individual
contributions to
maximize impact
nationwide

5

Empowering our
strongest supporters
to become leaders in
our fight

Contribute to NARFE-PAC today!

NORTH CAROLINA AREAS & CHAPTER LOCATIONS



North Carolina Federation Chapters And Presidents				
Num	Area	Name	President	Telephone
0105	II	Charlotte	Charles Talley	(703) 472-2982
0192	IV	Raleigh	John Allis	(919) 787-5221
0211	III	Piedmont Triad	Deborah Germak	(609) 226-4297
0214	I	Hendersonville	Mark Brown	(828) 890-8235
0337	V	Wilmington	Tom Jennings	(910) 619-0762
0566	IV	Durham	Carolyn London/Tom Link	(919) 489-4228
0667	I	Marion	Johnny Hensley	(828) 682-6894
0692	II	Hickory	Clara Mathe	(828) 327-7811
0696	I	Burke County	Walter Coenen	(828) 433-7336
0720	II	Salisbury	David Phillips	(704) 431-4134
0781	IV	Rocky Mount	Mattie Mooring	(252) 641-6884)
0800	III	Ashe-Alleghany	Charles Caudill	(336) 846-7498
0804	VI	Washington	Barry Beckman	(252) 923-9933
0808	VI	New Bern	Gerald Wingate	(252) 633-5191
0979	III	Wilkes	James Adams	(336) 957-2815
1005	VI	Albemarle	James Sears	(252) 357-1599
1530	VI	Pitt County-Greenville	Nancy Batchelor	(252) 795-0400
1611	III	Surry-Yadkin	Randall Weatherman	(336) 835-3402
1830	IV	Wayne-Goldsboro	Harry Senatz	(919) 222-5171
1894	V	Brunswick County	Julia Wheeler	(910) 846-4714
1895	V	Sandhills	Richard Benjamin	(317) 902-1491
2046	V	Sampson-Duplin	Carolyn Bronson	(910) 592-6726
2107	IV	Johnston County	Evelyn Ellis	(919) 284-1545
2108	IV	Pearl S. Wright-Chapel Hill	Walter Mack	(919) 797-2246
2206	VI	First Flight-Kill Devil Hills	David Monell	(252) 441-7482
2211	VI	Havelock-Cherry Pt.	Matthew Glass	(252) 622-7406
2266	V	Intracoastal	James Kocsi	(910) 287-5452
2289	IV	Henderson	Richard Pulsifer	(919) 603-3744
2295	IV	Person Caswell-Roxboro	Robert Allen	(336) 322-0259
2316	II	Stanly County-Albemarle	Steven Kesselman	(704) 982-6754

2020 – 2022 North Carolina NARFE Board

President:	Henry Brattlie* 91 Wildwind Drive Chapel Hill, NC 27516 Phone: 571-237-8794 Email: brattlie@brattlie.com Member Number: 10788427	<u>Appointed Officers:</u>	
		Membership Coordinator	Carolyn London* 2715 MONTGOMERY ST DURHAM, NC 27705-5717 Phone: (919) 489-4228 Email: cclondon@att.net Member Number: 10504810
Exec. Vice Pres:	Charles Talley* 8643 Windsor Ridge Dr. Charlotte, NC 28277-6560 Phone 703-472-2982 Email: cjogger@aol.com Member Number: 10650173	National Legislative Officer/ NARFE-PAC Coordinator	To be determined
Secretary:	David L. Phillips* 401 Travis Lane Salisbury, NC 28146-2250 Phone: (H) 704-431-4134 (C) 704-431-0074 Email: phildl5@aol.com Membership Number: 10708780	State Legislative Officer	John Allis* 2905Glen Burnie Dr. Raleigh, NC 27607-3010 Phone: 919-787-5221 Email: jwallis@willowtec.com Member Number: 10667191
Treasurer:	Sam Crain, Jr.* 290 Azalea Drive, Maggie Valley, NC 28751-7692 Phone: (H) 828-926-0264, (C) 828-246-5015 Email: samcrainjr@aol.com Member Number: 10428398	Public Relations Officer	Dwight Weaver 1142 The Preserve Trail, Chapel Hill, NC 27515 Phone: 919-542-1097, (C) 919-260-9096 d_weaver@nc.rr.com Member Number: 11077849
Immediate Past Pres	L. Thomas “Tom” Jennings* 415 Charlotte Avenue, Carolina Beach, NC 28428-5018 Phone: (H) 910-458-2584 (C) 910-619-0762 Email: carobeach1@aol.com Member Number: 10525230	Service Officer	Sharrill Jennings 415 Charlotte Avenue, Carolina Beach, NC 28428-5018 Phone: 919-458-2584 Email: sjennings1@aol.com Member Number: 10764927
NARFE Region X VP	William “Bill” Shackelford 14429 Round Lick Lane Centreville, VA 20120 Phone: (H) 703-830-6590, (C) 703-201-6304 Email: RVP10@narfe.org . Member Number: 10736416	Editor	To be determined
		Alzheimer’s Coord/Assoc Editor	Vivian Vair 620 E. Cannon Ave. Albemarle, NC 28001 Phone (H) 704-984-6765 (C) 704-322-6686 Email: vvair@aol.com Member Number: 10733338
Area II Vice President	Patricia A. Brannin* 3038 Bellasera Way Matthews, NC 28105-5914 Phone: (980) 245-7204 Email: Branninp@aol.com Member Number: 11053042	Webmaster	Peter Eckhoff 9 Sedley Place Durham, NC 27705 Phone: 919-597-8391 Email: peckhoff@nc.rr.com Member Number: 10977655
Area III Vice President	Jim Cain* P.O. Box 1853 West Jefferson, NC 28694-1853 Phone: 336-877-1156 Email: jcain2@skybest.com Member Number: 10319745	Asst. Webmaster	Charles D. Pratt 1950 Buford Dam Rd, Unit 308, Cumming, GA 30041-1262 Phone: (H) 770-203-9854, (MJ) 678-648-8947 Email: charles_pratt@live.com Member Number: 1043095
Area IV Vice President	Samuel Pipkin* 479 Kintyre Drive Clayton, NC 27520-4979 Phone: (302) 563-3660 (c) Email: slpipkin@gmail.com Member Number: 11130862	IT Specialist	Glenn Marshall 104 Joe Baldwin Road, Leland, NC 28451 Phone: 910-655-6028 Email: glennmsn@live.com Member Number: 10882570
Area V Vice President	L. Thomas “Tom” Jennings* (Acting) 415 Charlotte Avenue, Carolina Beach, NC 28428-5018 Phone: (H) 910-458-2584 (C) 910-619-0762 Email: carobeach1@aol.com Member Number: 10525230	Parliamentarian-Interim	Robert Allen 549 OLD CITY LAKE RD ROXBORO, NC 27574-7191 Phone: (336) 322-0259, © 757-404-3880 Email: retiredrobertallen@gmail.com Member Number: 10787168
Area VI Vice President	Victor E Heinrich* 1505 Salter Path RD UNIT 518 Atlantic Beach, NC 28512-5916 Phone: (252) 240-3191 Email: veheinrich1@gmail.com Member Number: 10608004	*Voting Board Members	
			(Glenn is the Board’s unofficial IT Specialist and not a board member. He should not be included in emails addressed to all board members other than those announcing the November and May board meetings which he will attend in order to survey the upcoming convention site.)

North Carolina Federation
National Active and Retired Federal Employees Association (NARFE)
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INFORMING NARFE MEMBERS
FROM THE MOUNTAINS TO THE COAST

THE BEACON

