



# **Kansas NARFE News**

## **From Your Federation Officers**

### **March 2018**



#### ***Federation President's Message***

***Cindy Renee` Blythe***  
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The time between the 2017 Convention and the 2018 Conference has quickly passed; it's hard to believe that we just saw old friends a short time ago. This is the second year that the Federation Executive Board will act as the 'conference host' and I certainly hope that all who attend the conference will enjoy the setting. This year will be the last year that the Federation business will be conducted during a 'convention'; from now on we will be conducting an 'annual meeting or training conference'.

This year Jessica Klement, NARFE National Legislative Director, will be our guest speaker. Jess always has valuable information to pass to our members and is a joy to have at our conference. Come prepared to ask her lots of questions about the legislative program and the new threats against the federal community looming on the horizon.

Calling all interested members – the Federation Executive Board needs your assistance!! The three officer positions being elected at the conference this year are Federation President, 2<sup>nd</sup> Vice-President and Treasurer. Anyone interested please contact Gwen Ketter or myself. You will need to have an interview with the Nominating Committee Monday April 23 before our conference officially opens.

A schedule of the conference is included in this newsletter. Be sure to read the article provided by Joanne Miller regarding the Alzheimer's Auction. The Alzheimer's Association has changed some of the rules and effective with our conference, we cannot accept cash for auction items – checks only. So be sure to bring your checkbook!!



***1<sup>st</sup> Vice-President & Training Officer***

***Elizabeth Bornman  
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I can't believe it's been some time from our last Federation Convention and APRIL is coming again soon. President Trump's administration has kept the NARFE Legislation division busy with numerous issues affecting our quality of life in the present and future. These issues affect both the current workforce and retirees.

We have a lot to cover at the federation and chapter levels in the next year because of the action of the last National Convention and issues affecting our country. The President's proposed budget has a major impact on the current and retired federal worker. His released budget request that punishes federal workers by making them pay much more for their pensions and additional \$5,000 for the average federal worker while making those pensions much smaller.

The relentless assault on the federal workforce must end. Like private sector workers, federal workers increasingly have been asked to do more with less. Now comes the latest attack on federal workers' pensions, on top of continued attacks on pay, health care, collective bargaining and due process rights, to make ends meet.

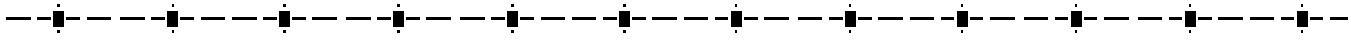
President Trump would eliminate annual cost of living adjustment for all federal workers, including current retirees and reduce them by half a percentage point for people in the old CSRS including for current retirees. Let's continue to fight for our benefits, increase our chapter memberships and open the ears of our Senators and Congressman to how important federal employees are to the country.

Thrift Savings Changes are coming. An upcoming change that will make the Roth option in the Thrift Savings Plan much more appealing to federal employees by allowing them to avoid a big tax bill; especially those who plan on separating and withdrawing money from their TSP account before they reach the age of 59 ½. This change is particularly important to those required to retire at an age younger than 59 ½ (Law Enforcement Officers, Firefighters, etc.) They will no longer have to either pay taxes on Roth earnings, or delay accessing their TSP until they turn 59 ½. Those who are going to be separating from federal service at 59 ½ or older are allowed to be blasé about this change. By the way, in addition to the change made by the new law, we're also adding the ability to specify how much your withdrawal should be Roth and how much should be traditional; withdrawal currently come our pro rata from both source, "according to TSP Fact Sheet-FS10.

OPM's Retirement Application Backlog has climbed to 40% in Seasonal Surge in January. The backlog which has been a challenge for OPM for many years, reaches 20,467 in January, up from 14,515 in December. This year's surge is an improvement over the last year when the inventory of unprocessed claims climbed by more than 50%. OPM states about 26% of all retirement claims come in the first six weeks of the year. OPM's Retirement Services team gets more than 1.5 million telephone calls per year, plus 280,000 email requests and more than 100,000 new retirement claims each year. The main reasons for delays in proceeding applications, a retirement package is incomplete, application contains elements that create additional processing requirements such as court orders, or a FERS annuity supplement, and the applicant has to make multiple decisions such as to pay a deposit for temporary (non-deposit) federal service, make a redeposit for prior service because of a withdrawal. Future retirees

need to plan for retirement, especially based on the time it takes to process an application to when that first check will arrive.

I hope you will attend the next KS Federation Convention. Many changes are coming to our federation and National level. Come and find out what's in store for your future as a federal retiree.



***Secretary***

***Gwen Ketter***  
***4331 SW 30<sup>th</sup> St***  
***Topeka, KS 66614-3017***  
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The 2018 Federation Conference is coming upon us fast. The next month is a crucial time for information to be transmitted so that things can run smoothly for the Conference. This year all the Conference forms, including the **Delegate listing, Request to Serve on Committee, and Memorial Listing, and Awards Listing**, should be sent to Gwen Ketter, Federation Secretary. Gwen's contact information is included on all the forms sent with Conference packets. If you didn't get this information please send them to: Gwen Ketter, Federation Secretary 4331 SW 30th St, Topeka KS 66614. In addition, if your chapter is unable to send a delegate to the Conference, then please complete the Proxy form and send this to me as well. I want to call to your attention that I forgot to change the date on the proxy form, it is supposed to be 2018 not 2017.

Every Chapter President/Secretary should have received a registration email that included a Welcome Letter, Registration Form, Request to Serve on a Committee, Memorial Listing and Award nomination letter. All forms except the Memorial list should be returned to me. The Memorial Listing should be sent to your Area Vice-President. Please let me know if you haven't received some or all of the information necessary for your delegates to attend this year's Conference.

A final reminder that all chapters are asked to provide a door prize for the drawings held during the Conference. A wrapped gift or check will be appreciated. The value of this gift should equal an amount of at least \$10.00. Several drawings are held throughout the Conference.

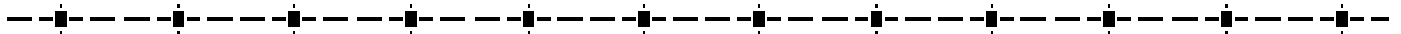
Also, for the Conference program booklet, if your chapter wishes to submit an ad for the Conference booklet the cost of the ads are as follows:

- Program Book Advertising (NARFE Affiliates)
  - Full page (color) \$ 75.00
  - ½ page \$ 50.00
  - ¼ page - Business Card \$ 25.00
  - Full page (black and white) \$ 60.00
  - ½ page \$ 30.00
  - ¼ page - Business Card \$ 20.00

- Note: Advertising page sizes are as follows:
- Full Page: 4 1/2 X 7 in.
- Half Page: 4 1/2 X 3 1/2 in.
- Business Card: 2 X 3 in.
- Make checks payable to Kansas NARFE Federation Conference and send to Peggy Coder, 4902 Decatur Rd, Effingham, KS 66023-4105.
- Advertisement copy can be sent in either electronic format (.jpg or .pdf formats) attached to e-mail to [mrsdocbusyb@yahoo.com](mailto:mrsdocbusyb@yahoo.com) , or in hard copy format to Cindy Renee' Blythe, 10262 Fairview Rd, Burlingame, KS 66413-8554.
- **Deadline for receiving advertising payment and copy is March 24, 2018.**

I look forward to seeing you at the 2018 Kansas Federation of NARFE Chapters Conference in Park City KS April 23-24.

Another error in my information I sent to you was on the Registration Form. The dates for the Conference are April 23-24 and not April 23-25.

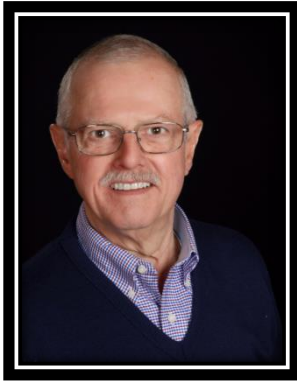


**Treasurer**

***Peggy Coder***  
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It's that time again for all Chapters to file the 990-N. The IRS requires all NARFE Chapters to file a tax return regardless of how much income they earned in 2017. The 990-N is only available on the internet. The filing deadline is May 15<sup>th</sup>. This needs to be done to keep your tax-exempt status. Do not pay to have this filing done, it is free with the IRS. Please notify me when you have filed your 990-N with the IRS. If you are unable to file the 990-N for your Chapter, please notify me and I will file it for you. My email is [pcoder@yahoo.com](mailto:pcoder@yahoo.com).

The State Conference will again have the 50/50 drawing this year. Information on the drawing will be in your Conference information.



***Area 1 Vice-President & National Legislative Chair***

***Louis Bornman***

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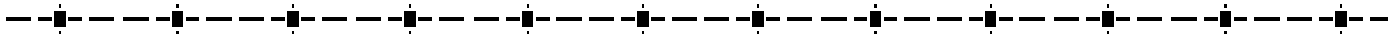
The president's fiscal year 2019 budget is out and it contains many proposals that decrease the earned pay and benefits of federal workers and current retirees which amount to \$152.5 billion in cuts to earned federal benefits. These are serious threats to the Federal community and our continued way of life:

- Eliminating COLAs for current and future Federal Employees Retirement System (FERS) retirees.
- Reducing COLAs for Civil Service Retirement System (CSRS) retirees by 0.5 percent each year from what it would have been otherwise. When combined with the elimination of the FERS COLA, this would cost federal retirees \$50.2 billion over 10 years, and much more thereafter.
- Federal employees covered under FERS would see employee contributions to their annuities increased by 1 percent each year for the next six years, without any corresponding benefit increase. This will cost FERS employees \$68.7 billion over the next 10 years, and more thereafter.
- The earned and fully funded FERS Annuity Supplement would be eliminated for new retirees. This would cost federal retirees \$18.7 billion over the next 10 years.
- Reducing the rate of return on the Thrift Savings Plan's Government Securities Investment (G) Fund. This would cost federal employees and retirees, as well as military personnel and veterans, \$8.9 billion over the next 10 years.
- Federal pensions for new retirees would be based on the average of the highest five years of salary instead of the highest three. This would cost federal retirees \$5.9 billion over the next 10 years.
- Freezing federal employee pay in calendar year 2019.
- Reduction of total paid time off by combining sick and annual leave into one pool. This proposal has the potential to decrease annuities, as unused sick leave is counted towards creditable service.
- Reducing working and retirement-age benefits for federal workers disabled through their service (\$117 million over 10 years), including eliminating COLAs for current FERS retirees, decreasing COLAs for CSRS retirees by .5 percent, eliminating the Social Security Supplement for FERS retirees who retire before age 62, and implementing a pay freeze in 2019. If these policies were implemented, hundreds of billions of dollars in earned benefits would be stripped from both federal employees and retirees. Take action now!

Contact your legislators and demand they reject any attempts to eliminate or reduce the earned pay and benefits of active and retired federal employees. We strongly urge you to modify the letter option at the NARFE National advocacy website and speak to the issues in the budget that would affect you the most.

Also, since this is an election year, it would be good to provide this information to candidates running in opposition to your current legislators and ask them to discuss and or provide you with their thoughts on these proposals and whether they would oppose them if elected. Their response may help inform you as a voter in the elections this fall. I have sent this information to the candidates in the 3<sup>rd</sup> district and asked for a response. You should do the same.

The Kansas Federation is in the process of trying to develop the Congressional District Leaders positions for the Federation in accordance with NARFE National guidelines. As the Legislative Chair I am looking for individuals who are willing to become Congressional District Leaders in each of the four Kansas Congressional Districts. The NARFE member in this position serves as the liaison between a member of Congress' office and the NARFE members within that congressional district. While not a requirement, a CDL should live in the congressional district he or she represents. CDLs serve as the primary NARFE point of contact for congressional offices on the ground. However, they are not the only person that congressional offices work with within the congressional district. CDLs are there to help facilitate meetings and provide training to the chapters in the district. They are not meant to replace the chapter legislative officer. If anyone is interested in filling such a position please call me: (913) 268-8526 or email me at [BornmanL@aol.com](mailto:BornmanL@aol.com). A more detailed description of what a CDL is and does may be found at this website address: [http://www.narfe.org/pdf/cdl\\_guidance.pdf](http://www.narfe.org/pdf/cdl_guidance.pdf).



***Area 1A Vice-President***

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Hope to see many of you at the convention this year. It will be less expensive because it will be for only 2 days. The motel is newly remodeled and the furniture is also new. However, because of the shorter time there are some changes to which you need to pay attention. Make sure you check out the program posted on the Kansas NARFE Federation website.

**Memorial Service:** Because of problems last year with the way national headquarters lists members who have died, chapters will be responsible for sending the names of members who have passed away between **April 1, 2017** and **March 31, 2018** to their Area Vice President by April 10, 2018. The Area Vice President will then send the lists to me so I can finalize them for the memorial service.

**President's Report:** Please fill out the president's report and send it to your Area Vice President by April 10, 2018. The Area Vice President uses this information to write a report about activities happening in his or her area. A copy of each report will be available for all to read at the convention.



**Area 3 Vice-President & Membership Chair**

*John F. Ourada  
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We are losing members in our chapters, as many of you may have noticed. The situation is that many who renewing annually, are paying only the \$40 national dues. When that happens, their membership is automatically transferred to “national only”.

So, I am asking each chapter to go to the NARFE website and log into the OAM website. Then, click on the blue button “transferred out of chapter”. Change the date to start with Jan 1, 2017 through a current date. You will get a list if those who have transferred out. In the left column, you will notice that many have transferred to chapter 0000. That is the code for those who are now national-only. I recommend that someone in your chapter contact each one of these and ask if they really wanted to drop their chapter membership or if it was just an oversight and they failed to add in their chapter dues on their renewal by paying only \$40 on a one-year renewal. You may find that about 30% of those just errored on the renewal and really want to remain a chapter member. If so, just ask them to send the chapter dues to your chapter treasurer. Then, email or call the national office (membership section) and ask that the member be reinstated to your chapter and that they paid their chapter dues directly to the chapter. However, please respect a member’s choice to be national-only member of NARFE.

If all of our chapters do this, I am sure that we can retain many members. The experience in Salina is that they transferred several members back into the chapter!

Also, we really need to recruit new, younger members!! Please contact me to assist you and discuss ideas for a recruiting at your local function. As always, the best recruiting is just to ask a potential member, offer them a free meal at your chapter meeting, and maybe offer them a free one-year membership, if your chapter funds are available.



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### ***Alzheimer's Co-Chair***

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### **The Guilt that Accompanies Caregiving**

(p. 26 of Alzheimer's Awareness Guide 2017-2018)

Heart of America Chapter Alzheimer's Association

Some of the most incredible, creative, and compassionate people in the world are caregivers. If you're a caregiver, the journey ahead may seem daunting, a road full of potholes. You may feel the need to be a manager, supervisor, aide, chef, personal shopper, financial manager, housekeeper, transportation and recreation director, and — not least — personal companion. To make it more challenging, those expectations often go on top of an already full plate of professional and personal responsibilities. It can be overwhelming, and there's no "how to" manual that covers every situation.

One of the first steps is accepting that feelings can run rampant when you're caring for a loved one. While these feelings are often neutral, there are times when negative emotions, like flood waters, erode the healthy emotions of caregiving. We forget the wonderful job we did yesterday or how far we have come on this journey and are thrown headlong into the land of guilt. There are two kinds of guilt, good guilt and bad.

Good guilt spurs us to look at what is happening, to observe our behavior and change it. Good guilt, like a gentle whisper, urges you to be the best you can be.

Bad guilt, on the other hand, immobilizes you. It consumes your joy and robs you of happiness. It has no basis, no real foundation. It is the guilt you feel about situations that you can't help.

#### **The Pitfalls of Guilt**

- Fear: of failure, of not doing it right or worrying about what others will think;
- Resentment: that no one is helping, feeling abandoned, or being angered by a loved one's behavior, mean words, or stubbornness;
- Worry: wanting things to be perfect, living on the "what ifs" instead of what is;
- Loneliness: friends and family may not always be available, favorite activities may be skipped because you are too busy or have no one to stay with your loved one;
- Anger and defensiveness: "Why is this happening to me? I don't deserve this," unresolved relational issues.

#### **Crawling Out of the Pit**

- Understand and accept your emotions, normalize your feelings;
- Find and create a support system;
- Take care of you, make room for downtime, start a new hobby;
- Find adventures for you and your loved one to explore: flower gardens, a farmstead, museums, or other outings;
- Be good to yourself: it's okay to have fun, treat yourself to a movie or a walk;



- Be prepared: know what is important to you and your loved one, know your resources, availability of help, out-of-home placements, day programs;
- Draw on your spiritual or religious tradition and community.

**To find the resilience and strength needed to combat bad guilt, remember the cardinal rule: Take care of yourself first.** On this journey, grief is real, and society will not always recognize the many losses you and your loved one face but the Alzheimer’s Association does and they are there for you 24/7.

**IMPORTANT ALZHEIMER’S AUCTION GUIDELINES**

*Silent Auction Items must be a minimum value of \$20 and  
Live Auction Items must be a minimum value of \$40*

**BECAUSE OF ALZHEIMER REPORTING REQUIREMENTS – NO CASH PURCHASES – bring your checkbook!!!**

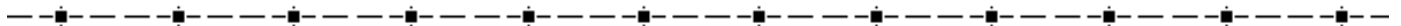
Items in both auctions should fall into the following categories with said value noted on the item by the donor at intake table.

**CRAFTS** – quilts, needlework, sewing, paintings, wood working, yard art, etc.

**THEME BASKETS** – securely wrapped in cellophane with all contents listed on 8 ½ X 11 sheet attached to basket along with declared value.

**FOOD ITEMS** - (Non-perishable only – no cream pies or cheesecake)

Last year we were inundated with goodies that probably shouldn’t be on our diet. Let’s keep this on a lower scale this year. If it comes with instructions or needs additional ingredients, this info should be visible to the bidder. Thanks in Advance, Joanne & Chantelle





**Monday – April 23, 2018**

**1:30 PM Call to Order Afternoon Session** **South Atrium**  
**Credentials Reports** **John Ourada**  
**Report of Rules of Conference** **Rita Dawson**  
**Reading of Minutes and Correspondence** **Secretary Ketter**  
**Federation Officer Reports**  
**President** **Cindy Renee' Blythe**  
**Secretary** **Gwen Ketter**  
**Treasurer** **Peggy Coder**  
**Committee Reports**  
**Audit Committee** **Louis Bornman**  
**Nomination Committee** **James Miller**

**2:00 – 2:30 PM Election of Officers**

**2:30 – 2:50 PM Area Delegate Caucuses Meet**  
**Area 1 South Atrium** **Area 3 South Atrium**  
**Area 1A Regency I** **Area 4 Regency II**  
**Area 2 North Atrium** **Area 5 North Atrium**  
**Area 2A North Atrium** **Area 6 North Atrium**

**3:00 PM Business Session Back In Order** **South Atrium**  
**Results of 2018-2020 Officer Elections** **Jim Miller**

**3:15 – 4:00 PM Address by Region V Vice-President** **Carol Ek**

**4:15 – 5:15 PM Memorial Service Ceremonies**  
**Chaplain** **Judy Etter**  
**Reading of Names** **Area Vice Presidents**

**\*\*\*\*\*Convention Recess until 9:00 AM - Tuesday, April 24, 2018\*\*\*\*\***

**6:30 PM Banquet (*Banquet ticket required*)** **Regency II**  
**Installation of Federation Officers** **Region V Vice-President Carol Ek**

**8:00 PM Alzheimer's Live Auction** **South Atrium**

**Tuesday, April 24, 2018**

**9:00 AM Call to Order** **South Atrium**  
**Invocation** **Chaplain Etter**  
**Pledge of Allegiance** **2<sup>nd</sup> Vice President Rita Dawson**  
**Final Credentials Report** **John Ourada**

**9:30 AM Bylaws and General Resolutions Report** **Gene Algrim**  
**(Voting – Proposed Kansas Bylaws)**

**11:00 AM Legislative Reports:**  
**State Legislative Report** **Chair Jim Miller**  
**Federal Legislative Report** **Chair Louis Bornman**  
**Political Action Committee (PAC) Report...** **Chair Jack Misquisik**

**12 Noon – 12:45 PM LUNCH (*Ticket required*)** **Regency II**

**12:45 PM Committee Reports** **South Atrium**  
**Alzheimer's** **Chantelle Haas**  
**Time & Place** **Ron Katt**

**1:15 PM Special Awards**

**1:45 PM Close of Conference** **President Blythe**  
**Retirement of Colors**

**Turn in Evaluation Statements**

**Thanks for attending the convention, hope you enjoyed your time here and have a safe journey home!**

**2:00 PM Federation Executive Board Meeting** **Presidential Suite**