



Retired Public Employees' Association
of California (RPEA)

GENERAL ASSEMBLY 2018

September 9 – 12, 2018

Doubletree Hilton Hotel

100 The City Drive

Orange, CA 92868-3204

Resolutions

(REV. 07/30/18)

SUMMARY OF RESOLUTIONS

The resolutions contained in this brochure have been screened and approved by the General Assembly 2018 Resolutions Screening Committee for presentation to the Delegates of this Assembly.

2018 Resolutions Screening Committee

Ted Rose, Immediate Past President & Chair

Jo Paulson, Past President

Mary Doherty, Chapter 009 – SURF CITY SANTA CRUZ

Carol Horner, Chapter 009 – SURF CITY SANTA CRUZ

There will be nine (9) resolutions presented at General Assembly 2018 this year. There will be eight (8) Resolution Hearings for the nine resolutions, because two of them are similar. Resolution Hearings will be held on Workshop Day, September 10, 2018, as we have done in the past.

The resolutions are:

RESOLUTION 1: A resolution by Donna Snodgrass to eliminate the position of Director of Membership on the RPEA Board of Directors, and to transfer those duties to the Vice President. [\[PAGES 1-3\]](#)

RESOLUTION 2: A resolution by Donna Snodgrass to add the position of Executive Vice President to the Board **and** to eliminate the position of Director of Legislation. The current legislative duties would be transferred to this new Executive Vice President. The Executive Vice President shall fill the vacant position of President. [\[PAGES 4-6\]](#)

RESOLUTION 3: A resolution by Donna Snodgrass to change the spacing for General Assemblies from every two (2) years to every four (4) years. [\[PAGES 7-8\]](#)

RESOLUTION 4: A resolution by Al Darby to set a penalty for chapters who do not submit their annual financial statement by the deadline set forth in the RPEA Bylaws (December 15th). The penalty would be for Headquarters to withhold the chapter(s) funds until the reports have been received in the correct format. Upon

completion of the reporting process, the chapter funds would then be released by Headquarters to the chapters. [\[PAGES 9-10\]](#)

RESOLUTION 5: A resolution by Kathleen Collins and Dan Heredia for Headquarters to increase the amount of funds transferred to chapters from the present 19% of dues to 25% of annual dues submitted by chapter members. [\[PAGES 11-12\]](#)

RESOLUTION 6: A resolution by Chapter 009 – SURF CITY SANTA CRUZ to encourage more attendance at State Board meetings. Those meetings will include the use of approved technological methods such as teleconferencing and videoconferencing with aid to chapters which are not technologically or financially able to participate. [\[PAGES 13-14\]](#)

RESOLUTION 7: A resolution similar to #6, also from Chapter 009 – SURF CITY SANTA CRUZ, to also teleconference or videoconference State Committee Meetings so that many more members can observe or participate in those meetings. [\[PAGES 15-16\]](#)

RESOLUTION 8: Another resolution by Chapter 009 – SURF CITY SANTA CRUZ, to have every chapter have a website. The initial cost to establish these sites is to be paid for by RPEA. [\[PAGES 17-18\]](#)

RESOLUTION 9: A fourth resolution by Chapter 009 – SURF CITY SANTA CRUZ to add a section to the RPEA Bylaws stating that no member of RPEA shall be subjected to discrimination or harassment and that training will be provided to all State and Chapter Board members. [\[PAGES 19-20\]](#)



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RESOLUTION:

1

SUBJECT:

ARTICLE VII, SECTIONS 1, 3B, 3H – ELIMINATE DIRECTOR OF MEMBERSHIP AND TRANSFER DUTIES TO VICE PRESIDENT

SUBMITTED BY:

Donna Snodgrass

WHEREAS (1)

RPEA has an opportunity to save thousands of dollars per year on travel expenses; and

WHEREAS (2)

The duties and responsibilities for the Director of Membership include Member Benefits; and

WHEREAS (3)

The Vice President is currently the Chair of the Member Services Committee and has been performing those duties for the last 2 years, and;

WHEREAS (4)

The Vice President is already assisting in the duties of Membership and recruitment; NOW THEREFORE BE IT

RESOLVED (a)

That Article VII, Section 3H be deleted in its entirety:

~~(H) — The Director of Membership shall:~~

~~(1) — make recommendations to the Board relative to membership programs;~~

~~(2) — initiate and coordinate the production of brochures, membership recruitment programs and forms for use by chapters;~~

~~(3) — develop membership guidelines for chapter officers;~~

~~(4) — receive and disseminate input from the chapters;~~

~~(5) — be responsible for keeping Area Directors and Assistant Area Directors informed so that they can discharge their duties to their chapters efficiently; and~~

- ~~(6) — chair the Membership Committee.~~
- ~~(7) — investigate and recommend to the Board insurance, product and service discount programs that provide significant benefits or cost reduction to RPEA members not otherwise available to them;~~
- ~~(8) — monitor and report to the Board on the quality and performance of such programs that have been adopted by the Board;~~
- ~~(9) — provide educational and informational material to RPEA members in the area of Consumer Affairs;~~
- ~~(10) — recommend actions or positions in the area of Consumer Affairs, and;~~

BE IT FURTHER

RESOLVED (b)

That Article VII, Section 1, Officers be amended as follows:

Section 1 Officers. The officers are: President, Vice President, Secretary-Treasurer, Immediate Past President, Director of Public Relations, Director of Health Benefits, Director of Legislation ~~and Director of Membership.~~

and BE IT FURTHER

RESOLVED (c)

That Article VII, Section 3B be amended to add the responsibilities of the Director of Membership to the Office of Vice President, as follows:

The Vice President shall:

- (1) act in the place and stead of the President in the latter’s absence or upon request;
- (2) in the event the Office of President is determined vacant, the Vice President shall assume the Office of President, and the Board shall fill the vacant Office of Vice President as provided in Article VII, Section 2(B) of these Bylaws;
- (3) Assume other responsibilities as assigned;
- (4) make recommendations to the Board relative to membership programs;

- (5) initiate and coordinate the production of brochures, membership recruitment programs and forms for use by chapters;
- (6) develop membership guidelines for chapter officers;
- (7) receive and disseminate input from the chapters;
- (8) be responsible for keeping area Directors and Assistant Area Directors informed so that they can discharge their duties to the chapters efficiently;
- (9) chair the Membership Committee;
- (10) investigate and recommend to the Board insurance, product and service discount programs that provide significant benefits or cost reduction to RPEA members not otherwise available to them;
- (11) monitor and report to the Board on the quality and performance of such programs that have been adopted by the Board;
- (12) provide educational and informational material to RPEA members in the area of Consumer Affairs; and
- (13) recommend actions or positions in the area of Consumer Affairs.
- (14) Chair the Member Benefits committee

and, BE IT FURTHER

RESOLVED (d) That this language will take effect at the close of General Assembly 2018.

ESTIMATED RPEA COST SAVINGS: \$6,000 to \$8,000 per year

PRINCIPAL PROPONENT: Donna Snodgrass, Director of Health Benefits

SIGNATURE:

Donna Snodgrass



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- RESOLUTION:** 2
- SUBJECT:** ARTICLE VII, SECTIONS 1, 2 and 3 OFFICERS AND DUTIES and ARTICLE VIII, SECTION 2, (B) VACANCY - ADDITION OF OFFICE OF EXECUTIVE VICE PRESIDENT AND ELIMINATION OF DIRECTOR OF LEGISLATION
- SUBMITTED BY:** Donna Snodgrass
- WHEREAS (1)** The Board of Directors has periodically been updated to fit the changing needs of the organization; and
- WHEREAS (2)** The Board of Directors needs to be streamlined to keep up with current demands; and
- WHEREAS (3)** Events and issues are causing a need for more rapid response and action by RPEA officers; and
- WHEREAS (4)** The need for more immediate backup to any officer is greater now than ever; and
- WHEREAS (5)** The title of Executive Vice President seems to carry more weight when speaking at the Legislature or news media; NOW THEREFORE BE IT
- RESOLVED (a)** That Article VII, Section 1 be amended as follows:
- Section 1** **Officers:** The officers are President, Executive Vice President, Vice President, Secretary-Treasurer, Immediate Past President, Director of Public Relations, Director of Health Benefits, ~~Director of Legislation~~, and Director of Membership; and BE IT FURTHER

RESOLVED (b)

That Article VII Section 3G be deleted in its entirety:

~~(G) — The Director of Legislation shall:~~

- ~~(1) — collect, research and disseminate relevant information about State and Federal legislation to the Board and the Chapters;~~
- ~~(2) — coordinate legislative activities and make recommendations to the Board relative to legislative priorities;~~
- ~~(3) — serve as Chair of the General Assembly Ad Hoc Committee considering resolutions pertaining to legislative matters; and~~
- ~~(4) — (4) chair the Legislative Committee.~~

and BE IT FURTHER

RESOLVED (c)

That Article VII, Section 3B be amended to transfer the duties of Director of Legislation to the Office of Executive Vice President to read:

(B) The Executive Vice President shall:

- (1) collect, research and disseminate relevant information about State and Federal legislation to the Board and Chapter;
- (2) coordinate legislative activities and make recommendations to the Board relative to legislative priorities;
- (3) Serve as Chair of the General Assembly Resolutions Screening Committee; and
- (4) Chair the Legislative Committee.

and BE IT FURTHER

RESOLVED (d)

That Article VII, Section 2, (B) Vacancy be amended as follows:

- (B) A vacancy in an elective office, except that of President and Executive Vice President, shall be filled by the Board for the remainder of the unexpired term. ~~The Vice President~~ Executive Vice President shall fill the vacant position of President.

and BE IT FURTHER

RESOLVED (e)

That Article VII, Section 2 (B) be amended as follows:

- (B) A vacancy in an elective office, except that of President, shall be filled by the Board for the remainder of the unexpired term. The Vice President shall fill the vacant position of Executive Vice President.

and BE IT FURTHER

RESOLVED (f)

That this language take effect at the close of General Assembly 2018.

ESTIMATED RPEA COST:

PRINCIPAL PROPONENT: Donna Snodgrass, Director of Health Benefits

SIGNATURE:

Donna Snodgrass



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- RESOLUTION:** 3
- SUBJECT:** ARTICLE V, SECTION 3, CHANGE GENERAL ASSEMBLY FROM EVERY TWO YEARS TO EVERY FOUR YEARS
- SUBMITTED BY:** Donna Snodgrass
- WHEREAS (1)** General Assembly is currently held every two years; and
- WHEREAS (2)** The cost of GA every two years is approximately \$200,000, and
- WHEREAS (3)** The cost of General Assembly every four years would be approximately \$200,000; and
- WHEREAS (4)** Holding General Assembly every four years could cut the General Assembly budget by up to fifty percent; and
- RESOLVED (a)** That Article V, Section 3 (A) be amended to read:
- Section 3 Meetings.**
- (A) Beginning in 2018, the General Assembly ~~meets in~~ biennial session ~~no later than the last week of October in even numbered years~~ meets in session every four (4) years, no later than the last week of October on dates selected by the Board, in the city and at a time and place designated by the Board.
- and BE IT FURTHER
- RESOLVED (b)** That RPEA be required to set aside an amount equal to 25% of the estimated cost of General Assembly each budget year to be held in an account for the next General Assembly.
- RESOLVED (c)** That this new language is effective immediately at the end of 2018 General Assembly.

**ESTIMATED RPEA
COST SAVINGS:**

Approximately \$50,000 per year for the next four years.

**PRINCIPAL
PROPONENT:**

Donna Snodgrass, Director of Health Benefits

SIGNATURE:

Donna Snodgrass



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- RESOLUTION:** 4
- SUBJECT:** ARTICLE XIII, SECTION 9 AND NEW SECTION 10
CHAPTER FINANCIAL REPORTING REQUIREMENTS
- SUBMITTED BY:** George Linn & Al Darby
- WHEREAS (1)** Chapters are required to submit an annual financial report to the Headquarters Office by December 15; and
- WHEREAS (2)** Experience shows that some chapters fail to comply; and
- WHEREAS (3)** The IRS requires this financial data to maintain our nonprofit status; NOW THEREFORE BE IT
- RESOLVED (a)** That Article XIII, Section 9 be amended to read:
- Section 9 Fiscal Year.** The fiscal year of the Association and Chapters shall be November 1 through October 31. ~~Each chapter is required to submit an annual financial report to Headquarters by December 15 each year.~~; and BE IT FURTHER
- RESOLVED (b)** That Article XIII be amended to add Section 10 Chapter Financial Report, as follows:
- Section 10 Chapter Financial Report.** Each chapter is required to submit an annual financial report to Headquarters by December 15 of each year.
- (A) Chapters that fail to comply will have their monthly dues allowance withheld until a valid chapter financial report is received by Headquarters.

(B) Withheld dues will be released upon compliance with this requirement.

ESTIMATED RPEA COST: Likely none, but inestimable if IRS regulations are violated.

PRINCIPAL PROPONENT: George Linn, Al Darby & Marie Reed for the RPEA Board of Directors

SIGNATURE:



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- RESOLUTION:** 5
- SUBJECT:** ARTICLE IV, SECTION 2, Dues ~~(E)~~1, INCREASING DUES TO CHAPTERS FROM 19% TO 25%
- SUBMITTED BY:** Kathleen Collins and Dan Heredia
- WHEREAS (1)** There is a need to increase the percentage of dues sent to chapters from the present 19%; and
- WHEREAS (2)** Meals, printing and postage continue to increase; and
- WHEREAS (3)** Many chapters can no longer afford the cost of sending newsletters; and
- WHEREAS (4)** Some chapters are being denied funds for recruiting; NOW THEREFORE BE IT
- RESOLVED (a)** That Article IV, Section 2 (E) be amended to read:
Chapters shall receive 25% per month of RPEA dues for members on dues deduction, and 25% for members who pay their RPEA dues in full annually.; and BE IT FURTHER
- RESOLVED (b)** That the Policy File, Section F.2.3 be deleted:
~~Section F.2.3 Chapters shall receive 19% per month for members on dues deduction and 19% for members who pay their RPEA dues in full annually. and BE IT FURTHER~~
- RESOLVED (c)** That these additions and deletions would be effective on January 1, 2019.

ESTIMATED RPEA COST: Estimated cost shifting would amount to approximately \$82,800 per year from the General Fund based on 23,000 memberships listed on RPEA website.

PRINCIPAL PROPONENT: Kathleen Collins and Dan Heredia

SIGNATURES:



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- RESOLUTION:** 6
- SUBJECT:** BL VI Section 4 (F) re State Board Meetings
- SUBMITTED BY:** Chapter 009 – SURF CITY SANTA CRUZ
- WHEREAS (1)** Delegates at General Assembly 2016 expressed a desire to have greater participation in State Board meetings; and
- WHEREAS (2)** State Board meetings are most often held mostly in Sacramento or Southern California, and it is increasingly difficult and costly for members to participate in person; and
- WHEREAS (3)** If modern, interactive technology were used at these meetings, chapters could view and participate in meetings; and
- WHEREAS (4)** RPEA currently spends approximately \$ 60,000 annually for Board members to attend State Board meetings; NOW THEREFORE BE IT
- RESOLVED (a)** That Article VI, Board Meetings, Section 4. F be amended to read:
- ~~(F) — Meetings may be held utilizing approved technological methods.~~
- (F) Meetings will include the use of approved technological methods such as teleconferencing and videoconferencing in order to allow chapters to participate by using these technologies.; and BE IT FURTHER
- RESOLVED (b)** That the Association will provide training for chapters to use this technology.
- ESTIMATED RPEA COST:** Unknown. Currently teleconferencing is available at minimal cost through Headquarters.

PRINCIPAL PROPONENT: Chapter 009 – SURF CITY SANTA CRUZ

SIGNATURE:

Bob Culbertson, President



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- RESOLUTION:** 7
- SUBJECT:** BL XII Section 4. State Committee Meetings
- SUBMITTED BY:** Chapter 009 – SURF CITY SANTA CRUZ Board of Directors
- WHEREAS (1)** State Committee meetings are held, mostly in Sacramento, and it is increasingly difficult and costly for members to participate in person; and
- WHEREAS (2)** If modern, interactive technology were used at these meetings, committee members and members at large could view and participate in meetings; and
- WHEREAS (3)** Many state committee meetings are already available by teleconferencing, but not all members are aware of the availability of remote participation, and
- WHEREAS (4)** The State Association currently spends approximately \$17,000 annually for committee members to attend State Committee meetings; NOW THEREFORE BE IT
- RESOLVED (a)** That Article XII Section 4 Committee Meetings be amended to add Subsection C to read as follows:
- (C) Section 3. Meetings will include the use of approved technological methods such as teleconferencing and videoconferencing; and BE IT FURTHER
- RESOLVED (b)** That the State Association will financially aid chapters which are technologically or financially unable to participate; and BE IT FURTHER
- RESOLVED (c)** That the State Association will provide training for chapters to use this technology.
- ESTIMATED RPEA COST:** Cost will be offset by savings on travel, meals and lodging.

PRINCIPAL PROPONENT: Chapter 009 – SURF CITY SANTA CRUZ

SIGNATURE:

Bob Culbertson, President



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- RESOLUTION:** 8
- SUBJECT:** NEW ARTICLE XI, SECTION 13 WEBSITES
- SUBMITTED BY:** Chapter 009 – SURF CITY SANTA CRUZ Board of Directors
- WHEREAS (1)** The Pew Research Center concludes that 87% of people over 50 use the internet to get information; and
- WHEREAS (2)** RPEA’s need for new and younger members mandates the use of technology; and
- WHEREAS (3)** As an example: Chapter 009 – SURF CITY SANTA CRUZ has over 550 members of which 300 get the chapter newsletter online, greatly reducing newsletter costs; and
- WHEREAS (4)** Chapter 009 – SURF CITY SANTA CRUZ has recruited some new members through their website; THEREFORE, BE IT
- RESOLVED (a)** That ARTICLE XI CHAPTERS, be amended to add Section 13 Websites. Every Chapter will have a Chapter Website, as follows:

Section 13 Websites.

- (A) The Association will enable a standard website for each chapter.
- (B) The initial cost of generating a chapter website and domain name will be borne by the Association.
- (C) Update and maintenance of the chapter websites will be borne by each chapter; or, if unable to do so, by the Association.

ESTIMATED RPEA COST: Startup \$500 per chapter

PRINCIPAL PROPONENT: Chapter 009 – SURF CITY SANTA CRUZ

SIGNATURE:

Bob Culbertson, President



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- RESOLUTION:** 9
- SUBJECT:** NEW ARTICLE I NAME, Section 3 Discrimination and/or Harassment
- SUBMITTED BY:** CHAPTER 009 – SURF CITY SANTA CRUZ
- WHEREAS (1)** RPEA is committed to a work environment for members that is free from discrimination or harassment; and
- WHEREAS (2)** Many members represent RPEA to the public and to other members of the Association; and
- WHEREAS (3)** Currently there are limited discrimination or harassment policy remedies posted at Headquarters and published on the RPEA website; and
- WHEREAS (4)** Currently there is limited training given to members on discrimination and harassment; NOW THEREFORE BE IT
- RESOLVED (a)** That ARTICLE I NAME be amended to add a new Section 3 as follows:
- Section 3 Discrimination and/or Harassment. No member will be subjected to discrimination or harassment because of race, color, national or ethnic origin, ancestry, age, religion, disability, gender, pregnancy, sexual orientation, military or veteran status.
- AND BE IT FURTHER
- RESOLVED (b)** Training will be required and the Association will make it available for all State and Chapter Board members; AND BE IT FURTHER
- RESOLVED (c)** That all parties will be advised of the outcome of the process; and BE IT FURTHER

RESOLVED (d)

That the above amended section of the Bylaws be posted at Headquarters and published in the Association newsletter and on the Association website.

ESTIMATED RPEA COST: Minimal costs for posting and distribution of policy materials. Cost of training unknown. Computer-based training packages are available.

PRINCIPAL PROPONENT: CHAPTER 009 – SURF CITY SANTA CRUZ

SIGNATURE:

Bob Culbertson, President

