

AEA-Retired Executive Board Meeting**Tuesday, January, 2012 10:00 AM 345 East Palm Ln Phoenix, AZ**

Attendance: Linda Somo, Frank Bing, Julie Horwin, Jean Stephenson, Kathy Campbell, Judy Moy, John Campbell, Suzan Austin, Danny Barlow, Shirley Boswell, Ken Freed, Steve Linder, Gary Mehok, Cindy Michels, Carmen Peters, Kathy Ramage-White, Steve Ramos, Susan Sain, Juan Zuniga, Ted Coleman, Maryanne Goodluck, Brenda Pierce, Susie Sommer, Richard Spitzer

Guests: Nancy Putman, Liz Hendrickson, Jan Nichols

Agenda Item	Minutes
1. Call to Order	Pres. Linda Somo called the meeting to order at 10:10 AM
2. Approval of Agenda	Moved/2 nd by Freed/Linder to accept the agenda with flexibility and following additions: Kathy Campbell, Les Reynolds Service Award. PASSED.
3. Minutes	Moved by Freed/Ramage-White to accept the Minutes from December 13, 2011. Passed
4. Financials	Jean Stephenson led a discussion of the current financials for AEA-Retired. It was moved by Horwin/Ramage-White to accept the report and file for audit. PASSED.
5. Membership	<p>Shirley Boswell noted in her attached written report that we have 2039 members. She reminded the board that they had directed Julie Horwin to send a survey to new members asking to what they responded when signing up for membership. See attached written report with responses. Julie noted that she will send out the survey again, only to those members who signed up within the last year, 2011. She asked for input from those present for any language change, additions. Suzan Austin suggested adding 3 opportunities for answers in order to get a count for each: Contact with AEA-Retired at Conventions/Maintain NEA insurance/find out on my own.</p> <p>Shirley also mentioned that she asked for a list of those AEA members who retired and did not continue membership in AEA-Retired, for last 3 years. It resulted in a list that contains 2044 names/contacts. Shirley will devise a plan to contact these members and recruit.</p>
6. Old Business	<p>AEA Retired Representation on AEA B.O.D. It was moved/2nd by Moy/K. Campbell to accept the proposed Constitutional Amendment (see attached) with the number of 4000 replaced with the number 2500 members in Section 7. "At the Annual Meeting of the Delegate Assembly, the retired delegates shall elect a retired director for and from the retired membership. One retired director will be elected for every 4000 2500 retired members or portion thereof. ..." PASSED</p>

7. New Business	<p>AEA Retired Executive Board Membership. Moved/2nd by Linder, J.Campbell to increase number of members on AEA-Retired Executive Board by 2 members. Also to create a committee to study options for moving to a more equitable rotation of elections to the board. PASSED</p> <p>The following members volunteered and were appointed to the study committee: Susan Sain, Steve Linder, John Campbell, Juan Zuniga, Linda Somo. They met directly after today's board meeting.</p>
8. Officers' Reports	<ul style="list-style-type: none"> ○ Linda Somo (AEA-Retired, NEA) • AEA has secured an NEA grant to develop a TEF pilot project. AEA-Retired has been asked to participate and will get \$5000 as one of five locals participating in the pilot. Julie & I will attend a meeting/training on Feb. 16th to learn more. • ASU will be hosting retired educators at event on Mon., Feb. 13th at 4 PM on the ASU campus. All retired educators are invited to attend. They will be advertising the changes in their teacher preparation program, as well as presenting opportunities available for part-time employment. Will be a good opportunity for us to recruit mentors for IMPACT program. Mark the date on your calendar and watch for more information. • Another date to keep in mind is Tuesday, Jan. 31st. Communities in Schools is sponsoring a breakfast at 7 AM at the Ritz Carlton in Phoenix, to acquaint attendees with the programs that they sponsor. Julie will send out the invitation. Please RSVP to person noted on invitation. • John Campbell & Linda will attend the NEA Board meeting in DC on Feb. 10-11. • Linda is presenting a Pre-Retirement workshop to the Avondale EA this afternoon at 4:30 in Goodyear. ○ John Campbell(NEA) Asked that those present go online and join the following NEA political sites: goneafund.org, neafund.org, educationvotes.org. ○ Kathy Campbell, Les Reynolds Senior Service Award Winner: Connie Wittig
9. AEA Retired Elections	<p>Juan Zuniga included a report (attached) with all names as of today (Jan. 11) submitted for AEA-Retired Elections. It was noted that there are 61 names on the list, and we may seat 78 delegates. Chapter chairs were encouraged to take nomination forms to their meetings in the next few weeks to recruit 15 additional names.</p>

	Moved/2 nd by Freed/Austin to set the cut off date for nomination forms submission to Tuesday, February 14, 2011. PASSED
10. AEA Retired Annual Meeting	<p>Suzan Austin discussed the new time frames for AEA-Retired Annual Meeting and AEA Delegate Assembly. See her attached report. It was moved/2nd by Freed/Austin that all delegates be reimbursed ½ cost of double room for night of Friday, April 27. PASSED</p> <p>Suggestions were made for speaker in addition to ASRS Director, Paul Matson included: AEA Lobbyist Jennifer Loreda, Gabby Giffords Aide, Pam Simon, NEA Director, John Jenson</p>
11. Chapter Chair Reports	<ul style="list-style-type: none"> • Suzan Austin – Scottsdale/PV Next meeting Monday, Jan. 23 11am-1pm MaCayo's Restaurant • Barb Joseph- Greater Phx Next meeting at MetroTech Culinary School on Tuesday, Jan. 24 • Kathy Ramage-White- Greater Tucson Next meeting Jan. 17 Southern Region Office • Steve Ramos-East Valley/Mesa Next meeting Wed, Jan. 11 at Sunrise Bank. Joe Rubio, guest speaker from Valley Interfaith • Susie Sommer- West Valley/Glendale Next meeting Feb. 2 at Iron Works Restaurant on Bell Rd, 4-6 PM • Ted Coleman, Prescott Next meeting Jan. 20 at Coco's Restaurant in Prescott, Rte 69 11:30 AM • MaryAnn Goodluck – Northern AZ 6 people attended Dec. 6 meeting. Jan. 17 next meeting. They are inviting potential retirees.
12. ASRS	Steve Ramos No meetings have been held to his knowledge since Dec. 13.
13. The Conduit	Frank Bing mentioned that he expects to put next Conduit out in February.
14. AZ Alliance of Retired Americans	John Campbell passed out a hand out with goals and objectives of the Alliance. Invitations for several events were included. See attached report.
15. AZ IMPACT	Ken Freed reported on many current activities for AZ IMPACT, and gave anecdotes of his past and present protégés.
16. Half-back Raffle	How much \$27 for winner, and \$27 for donation to CIS. Frank Bing won!
17. Adjournment	Next Meeting: Tuesday, February 14, 10:00 AM

Respectfully submitted,

Julie Horwin

AEA-Retired Recording Secretary

AEA-Retired Executive Board Meeting**Tuesday, December 13, 2011 10:00 AM 345 East Palm Ln Phoenix, AZ**

Attendance: Linda Somo, Frank Bing, Julie Horwin, Jean Stephenson, Kathy Campbell, Judy Moy, John Campbell, Mike Aicone, Aurora Aber, Suzan Austin, Shirley Boswell, Ken Freed, Steve Linder, Gary Mehok, Cindy Michels, Carmen Peters, Kathy Ramage-White, Steve Ramos, Susan Sain, Juan Zuniga, Ted Coleman, Maryanne Goodluck, Barbara Joseph, Brenda Pierce, Susie Sommer, Linda Thieken, Guests: Nancy Putman, Liz Hendrickson, Connie Wittig

Agenda Item	Minutes
1. Call to Order	Pres. Linda Somo called the meeting to order at 10:10 AM
2. Approval of Agenda	Linder/Mehok Moved/2 nd to approve the agenda with flexibility. PASSED
3. Minutes	Freed/Bing Moved/2 nd to approve Minutes from November 8, 2011. PASSED
4. Financials	<p>Jean Stephenson led a discussion of Financials for month from November to December, 2011. Horwin/Stephenson Moved/2nd to accept report and file for audit. PASSED</p> <p>Audit: The audit performed by L. Thieken and J. Moy has been completed and they filed a report at today's meeting, noting that because of Treasurer Jean Stephenson's meticulous records and help during the audit, it was completed smoothly and quickly. Horwin/Peters moved to accept the audit. PASSED</p>
5. Membership	Shirley Boswell noted that there were more renewals this year, in a record short amount of time. Due to this success, an expensive third mailing reminder to renew will not be sent out. Julie Horwin is asked to complete a membership survey of new members from 2011; Did you join when a) a friend/colleague asked b.) response to letter sent to you c.) ad in Advocate d.) on-line at website c.)Other, please explain
6. Old Business	<p>Proposal for change to AEA Retired Representation on AEA B.O.D. Pres. Linda Somo led this discussion by reviewing the background information documents including the survey from other states. She explained the need for the change using a slideshow prepared by AEA Secretary, Chris Mayer that showed how AEA Retired membership causes a misrepresentation of weighted votes representation on the AEA Board of Directors. Some suggestions made in regards to possible solutions were:</p> <ol style="list-style-type: none"> 1) Shrink the ratio of weighted vote on the board 2) Leave things as they are 3) Add a 2nd retired board member from region 16 4) Change the arbitrary number that will cause growth of no. of retired members on AEA board from 4,000 to 3,000. 5) Weighted vote of AEA-Retired changed from 100 to 150 or 125 (because it, too, is an arbitrary assignment in the proposal.) <p>It was argued that each person who is a member should continue to be counted. A member noted that because our numbers are taken from across the whole of AZ and, indeed, the U.S. and include those who will be members over a long period of time, while those who are Active, are geographically and time-bounded. This means that there will always be an advantage which will cause much larger numbers of members that will skew the ratio, or derived weight on the AEA Board of Directors, causing a misrepresentation of the one/person=one/vote.</p> <p>There was continued discussion on the above two points.</p> <p>It was moved to accept the proposal for change to AEA Retired Representation on AEA B.O.D. with the following change to Section 7: When growth of AEA Retired membership is 2000, another AEA-Retired member will be seated on the AEA Board. FAILED</p>

	<p>Moved to accept the proposal for change to AEA Retired Representation on AEA B.O.D.; changing the required number of new members (Section 7) from 4,000 to 3,000. FAILED</p> <p>Moved to accept the proposal, for change to AEA Retired Representation on AEA B.O.D. excepting the Section 7, to be discussed and changed at a later date. FAILED</p> <p>K. Campbell, K. Freed moved to table the discussion of change to AEA Retired Representation on AEA B.O.D. until January. Discussion will continue online. AEA Director Judy Moy, and Linda Somo will send out any new, updated explanations and information as they receive them. PASSED</p>
7. Officers' Reports	<ul style="list-style-type: none"> ○ Linda Somo (AEA-Retired, NEA) <p>Met with Joe Rubio, Lead Organizer of Valley Interfaith Project, Dec. 5th; gave him names of some of you to also contact here in the valley (Janie H., Jean S., Susan Sain, Julie, Connie W., John C.)</p> <p>Recruited Bev Potter to head ASU IMPACT program. Met with Liz Hinde & Bev Potter to discuss ASU IMPACT program; can begin recruiting Jan. 4th at ASU; need help in covering the orientation sessions of junior students to recruit; will meet with Jill Oliver to discuss specifics; need volunteers to help; anyone interested? Volunteers to present IMPACT at Junior classes, ASU College of Ed. are the following: Julie Horwin, Frank Bing, Linda Thieken, Nancy Putman, Connie Wittig, John Campbell</p> <p>NEA Board meeting, Thurs., Dec. 8 & Sat., Dec. 10; NEA lost another 37,000 members and must cut more from 2011-2012 budget; lots of important things happening around leading the profession; concerned about failure of Super Committee and possibility of bigger cuts to education is "Sequestration" takes place in 2013</p> <p>Site of NEA Retired Conference has been changed; lost San Antonio to a larger conference who finalized before NEA had chance to book; currently checking Las Vegas for possible site; should know soon</p> <ul style="list-style-type: none"> ○ Frank Bing – Thanked everyone present for their good wishes and encouragement. Was grateful for all, and noted it helped enormously. He also thanked the guest editors for completing and getting out two issues of the <i>Conduit</i>. ○ John Campbell(NEA) Noted that due to the virtual (telephone/computer) NEA Board Meeting, there was less talk, and more action. He will recommend that the practice be continued. It did not allow for lobbying, however. ○ Judy Moy(AEA) Referred to the AEA B.O.D. minutes. She gave an update of impact of falling numbers of active AEA membership. She explained one of her votes on AEA B.O.D. ○ Mike Aicone – continued discussion of impact of AEA membership. Noted that AEA Reimbursement to AEA Retired will be cut in half from \$4,000 to \$2,000.
8. AEA Retired Elections	<p>Chair, Juan Zuniga read the list of those who have turned in their nominations for AEA-DA and those who are running for AEA Retired Vice President, and those who are running for the At-large seat on AEA Retired board. It was noted that due to the change 3 years ago, from 2-year terms to 3-year terms, and all those who were eligible for another term, that there is no longer an overall staggered elections of board of directors. That is why there is only one seat open this year. It was suggested that in the near future a proposal be brought to the board which will allow for staggered terms. Question was also asked about why the very short timeline to get in</p>

	<p>nomination form for AEA-DA. It was noted that originally date was created in order to allow for an election. However, no election has been necessary for longer than 6 years. Because each year we extend the deadlines, it was suggested that in the future we begin with a longer time allowance, which would still allow for an election if needed.</p>
<p>9. AEA Retired Annual Meeting</p>	<p>Suzan Austin reported on the following plans for the Annual Meeting in April:</p> <ul style="list-style-type: none"> • The theme will be "Retirement: Issues and Answers." • The meeting will be on Friday April 27 from 9:30 AM-3:30 PM. There will be a caucus from 3:45-4:40 PM for delegates and a happy hour with pizza and beer which will be from 4:30-5:30 PM. The Delegate Assembly will begin at 6 PM and continue all day Saturday. • We will have breakfast on Saturday with a caucus at 7:30 AM. • We will again offer a \$5 complete lunch on Saturday, which will be held simultaneously with the awards lunch. • Paul Matson will be our keynote speaker. • We may invite Nancy Mackenzie from NEA to be our lunch speaker. • We will invite Gabby Giffords and Mark Kelly to be guests. • The registration form will be in next issue of <i>The Conduit</i> along with an article publicizing the meeting.
<p>10. Chapter Chair Reports</p>	<p>Susie Sommer - Glendale/West Valley Chapter- reported that she attended the Mesa Chapter meeting, and learned much, especially around organizing. She recommends such visits to other chapters by the chapter chairs and members. Glendale/West Valley's latest meeting was held on Dec. 1, 2011. Members enjoyed each others' company while getting the latest information on AEA activities, pension and insurance. A big thank you to those who donated books and toys for Andrea's Closet. They also voted to include a voluntary \$1 donation at each meeting for Communities in Schools partnership. The next meeting will be Thursday, Feb. 2, 2012, 4:00 PM at Ironworks Restaurant at Bel Aire Golf Course. For info contact Susie Sommer at http://www.azedretired.com/GLENDALE/index.html.</p> <p>Steve Ramos - Mesa / East Valley Chapter: Chapter members met on Nov. 9 to enjoy a Thanksgiving luncheon, hear guest speaker Ed Rapaport, ASRS manager of healthcare benefits, and receive updates about AEA-Retired/AEA/NEA, ASRS, and legislation affecting seniors. Ed answered questions, and helped solve concerns for 4 members, privately at a table at the back of the room. The next scheduled meeting is Wednesday, January 11, 2012. Contact Steve Ramos at steveramos2@cox.net or (480) 924-0771 for information.</p> <p>Aurora Aber - Greater Tucson Area Chapter: The Chapter meets at 10 AM the 3rd Tuesday of the month from August through May. The meetings alternate between the AEA Southern Region Office and the TEA Office. The Chapter met November 15 and Antonio Galindo from NEA Member Benefits was our guest speaker. Claudia Jensen gave a presentation on the IMPACT PROGRAM at the UofA. A dinner with potential mentees and mentors will be held Dec. 7. A lively discussion was held concerning the pro-posed changes to the weighted vote of the AEA-R. The next meeting will be Jan. 17, 2012 at the AEA Southern Region Office. Go to http://www.azedretired.com/TUCSON/index.html for more information.</p> <p>Barb Joseph -Phoenix Chapter: At the most recent meeting we had about a dozen people present. Our speaker was Scott Hawthornthwaite from the Area Agency on Aging. He talked about the three main services available through his agency for support for care-givers of dementia and Alzheimer's patients. He had lots of good handouts and some very welcome information. Our next meeting will be Tuesday, Jan. 24, 2012 at Metro Tech HS in the Culinary Dept. beginning at 10:30 AM. For information contact Barb Joseph at or (602) 765-0788 or btjoseph@cox.net.</p> <p>Ted Coleman- Prescott Chapter: A meeting was held on November 18, and the next meeting will be on January 21, 2012, at the Coco's in Prescott. To join this chapter, contact Ted Coleman at 602-881-5600 or tdashfork@azwildblue.com.</p> <p>Suzan Austin - Scottsdale/Paradise Valley Chapter: The group held a meeting on Monday, November 28 and guest speaker John Campbell discussed the Arizona Alliance for Retired Americans. We decided for our service project everyone who chose to do so would donate a dollar at each meeting to the Communities in Schools organization. The next meeting will be on</p>

	<p>Monday, January 23, 2012 at Macayo's on N. Scottsdale Rd. from 11AM-1PM. For information contact Suzan Austin at (480) 947-2089 or visit http://www.azedretired.com/SCOTTSDALE/index.html.</p> <p>Southeast Chapter – Sally Rosen We will meet next on Wednesday, January 18, 2012, at 5:00 pm at Sierra Vista's My Big Fat Greek Restaurant. Please RSVP to azcatsally@aol.com or mpmarsh5857@gmail.com after January 1. We hope to see everyone there.</p> <p>Maryanne Goodluck - Northern Arizona: If you are interested in joining this new chapter which has held its first meeting, contact Maryanne Good-luck at magoodluck55@yahoo.com.</p>
11. ASRS, Steve Ramos	<p>The ASRS External Affairs Committee has decided on the ASRS Legislative agenda for the next session.</p> <ol style="list-style-type: none"> 1. They will seek some administrative changes surrounding payments and collections, making it easier recover overpayments. 2. They will create a spousal consent procedure, to be used when a member does not name their spouse as a beneficiary. They will also ask the legislature to clarify that ASRS benefits are not community property. 3. They will go to the legislature and ask for statute changes that allow ASRS to collect a liability payment from "Ineligible Employers". An Ineligible Employers is any employer who goes from public to private or files for bankruptcy or otherwise dissolves. 4. They will ask the legislature to modernize investment statutes. 5. Require Long term Disability claims to be supported by "Objective Medical Evidence". <p>ASRS continues to discuss and develop an information privacy policy.</p> <p>There are still rumors of a Defined Contribution conversion bill being introduced. The last meeting of the Governor's Defined Contribution and Retirement Reform Committee is December 13th at 2:30 at the Capitol.</p> <p>Also looking at possible change to 47%-53% contribution rate by actives. Nothing seen yet, though.</p> <p>He noted that both Jean Stephenson and Linda Somo have been at some of the ASRS meetings. The fund is currently at \$26.5 billion and the Plan is 75% funded.</p>
12. AZ Alliance of Retired Americans	<p>John Campbell, Vice President of Alliance of Retired Americans, AZ, reported that they had their holiday luncheon in Casa Grande, then visited Paul Gosar's office, which was closed. They purchased a laptop computer for Exec. Director. The Western Regional Conference is scheduled for Las Vegas Feb. 29-Mar.2. Topics: Social Security, Medicaid, Medicare. There will be large sessions and break-out sessions. \$80 registration fee before Feb., and \$99 hotel room at Bally's. All AEA-Retired members are also members of the Alliance, so are urged to attend. Julie will include an ad in the next E-Newsletter in early January.</p>
13. AZ IMPACT	<p>Ken Freed celebrated that Claudia Jensen is again co-chairing the southern IMPACT group with Marilyn Freed. They had a large gathering in a donated building located one block from College of Ed. 30 in attendance. 16 new protégés, 23 continuing.</p>
14. Half-back Raffle	<p>How much: \$26.00 for AEA-Retired Communities in Schools Partnership and \$26 for Judy Moy.</p>
15. Lunch	<p>Holiday Lunch & Gift Exchange Meeting broke for lunch and gift exchange.</p>
16. Adjournment	<p>Time: 3:30 PM Next Meeting: Tuesday, Jan. 10, 10:00 AM AEA Headquarters</p>

Respectfully submitted,
Julie Horwin, AEA Retired Recording Secretary

AEA Retired Executive Board Meeting
December, 2011

Membership Report
prepared by Shirley Boswell

as of November 30

2039 members

- 29 honorary members (ninety+ years old)
- 1390 members use "dues deduct" to pay dues

- ✓ $413+11=424$ renewals returned
- ✓ $106+3=109$ new members
- ✓ 43 new NEA Retired lifetime members
- ✓ 499 new active pre-retired NEA lifetime members (yr. to date)
- ✓ $52+2=54$ new dues deduction
- ✓ $123+1=124$ membership cancellations (yr. to date)
- ✓ 1739 NEA Retired Life Members

Herman Lovato

Jo Cosentino

Gladys Smith

A. Elaine Ledbetter

Bobby Valenzuela

Sharon O'Brien

Jeannine Hiller

William Dixon Swindall

Jose Nogales

Dorothea Conte

AEA-Retired – AEA Board of Directors' Representation

Revised as of December 12, 2011

Background

AEA and NEA governance representation is founded on the principle of one person-one vote so that all members have an equal voice within the association. The one person-one vote principle can be achieved using a variety of methods. For example, governance representation can be based on a fixed number of constituents. AEA uses that representation method for the AEA Delegate Assembly where members elect 1 delegate for every 25 members of their local constituency.

Because local association membership varies in size, governance representation for Regional Directors on the AEA Board of Directors uses a weighted vote method. Each Regional Director has a vote equal to the percentage of deviation from a statewide membership average. AEA Board of Director members who are elected by a statewide constituency have a weighted vote of 100. The AEA Compliance Review Committee, as charged in AEA Bylaws, Article II, Section 8, monitors the electoral regions to assure compliance with the one person-one vote principle.

As the weighted vote range widens, representation becomes more unbalanced causing constituency groups to be over or under represented. AEA-Retired membership has grown steadily over the last 10 years while at the same time AEA active membership has declined. This has resulted in the weighted vote calculation on the AEA Board of Directors significantly favoring the retired membership constituency and diminishing the weighted vote of many active membership constituencies, such as rural or ESP at-large.

Specifically, the AEA Bylaws require the total active and retired membership be divided by the number of regional directors to establish the average number of members for each director. Each region's membership is then divided by that average to determine a region's weighted vote. Because AEA-Retired membership is significantly greater than any other local association, it skews the calculation of the average. Using today's membership figures, the weighted vote range on the AEA Board of Directors is a low of 49 for rural, active members to a high of 253 for retired members.

NEA's Constitution, Article V, Section 1, defines the composition of the NEA Board of Directors and sets a fixed number of directors from the retired membership category. In contrast, AEA's Constitution instead structures all retired members into 1 governance region, Region 16.

The AEA Officers recognize this representation imbalance and want to jointly develop a long-term solution with AEA-Retired.

DRAFT

Proposed AEA Constitution Amendment

ARTICLE III - THE BOARD OF DIRECTORS

Composition

Section 1. The Board of Directors shall consist of the officers of the Association, the State Director(s) of the National Education Association, **THE RETIRED DIRECTOR(S)**, the Regional Directors as provided for by Article III, Section 6, of the Constitution, at-large directors of the National Education Association from Arizona, and Executive Committee members of the National Education Association from Arizona. NEA at-large directors and Executive Committee members shall have the right to speak, but shall not have the right to make motions and shall not have the right to vote.

Qualifications

Section 2. Each member of the Board of Directors shall be an active or retired member of the Arizona Education Association.

Authority

Section 3. The Board of Directors shall be:

- a. charged with general management of the affairs of the Association and, in the absence of specific provisions otherwise, shall determine the policies of the Association between annual meetings of the Delegate Assembly.
- b. able to recommend a boycott of companies or products to the Delegate Assembly. A majority vote of the Delegate Assembly shall implement the boycott.

Recall

Section 4. Members of the Board of Directors and Alternate Directors of the Association shall be subject to recall from their respective offices by the constituency which elected them as provided by Article XIII of the Constitution.

Regional Directors

Section 5. At each annual meeting of the Delegate Assembly, the delegates shall elect Regional Directors and one Alternate Director for each region as needed from the membership of the Association as designated in Section 6 below; the Alternate Directors must be elected in accordance with regulations set for election of AEA Directors. Elected Regional Directors shall serve for a term of three (3) years or until their successors shall be elected. In no case shall such members serve more than two (2) consecutive terms as a Director or Alternate Director. Alternate Directors shall serve for a term of three (3) years. The election of Alternate Directors shall coincide with the election of the Regional Director position that the Alternate Director would be filling. Each Regional Director and Alternate Director shall be a member from the region of the Association in which he/she serves and shall be elected by the delegates of his/her region. Prior to a Board meeting, any director unable to attend shall inform the President that the Alternate Director will serve in his/her place. Once seated by the President, Alternate Directors shall have the right to vote and otherwise participate. Each Director shall enter upon his/her official duties at the same time as other elected officers.

Regional Elections

Section 6. A region shall hold an election for Regional Director when realignment of regions has caused a fifty percent (50%) or more change in the number of local associations in that region or when that Director's local has been moved.

RETIRED DIRECTOR

Section 7. AT THE ANNUAL MEETING OF THE DELEGATE ASSEMBLY, THE RETIRED DELEGATES SHALL ELECT A RETIRED DIRECTOR FOR AND FROM THE RETIRED MEMBERSHIP. ONE RETIRED DIRECTOR WILL BE ELECTED FOR EVERY 4,000 RETIRED MEMBERS OR PORTION THEREOF. RETIRED MEMBERSHIP SHALL BE BASED UPON THE NUMBER OF AEA RETIRED MEMBERS AS OF JANUARY 15. ELECTED RETIRED DIRECTOR(S) SHALL SERVE FOR A TERM OF THREE (3) YEARS OR UNTIL THEIR SUCCESSORS SHALL BE ELECTED. IN NO CASE SHALL SUCH MEMBERS SERVE MORE THAN TWO (2)

Frequently Asked Questions about the Design Concept

AEA Board of Directors' Representation

1. What is the representation on the NEA Board of Directors for retired members?
The **NEA Constitution, Article V., Section 1. Composition**, states that the NEA Board of Directors shall consist of ...“six (6) directors for the Retired membership of the Association...”
2. Will AEA-Retired still have a director on the AEA Board of Directors?
Yes. AEA-Retired would have a director on the AEA Board of Directors that would represent retired membership and only be elected by AEA-Retired members at Delegate Assembly.
3. Will AEA-Retired still elect an alternate director to serve in the absence of the AEA-Retired Director at an AEA Board of Directors' meeting?
Yes. AEA-Retired would continue to elect an Alternate Director that would serve in the absence of the AEA-Retired Director.
4. How can AEA-Retired elect more than one retired director for the AEA Board of Directors?
AEA-Retired would elect one retired director for every 4,000 AEA-Retired members or portion thereof. Retired membership shall be based upon the number of AEA-Retired members as of January 15.
5. Will the Retired Director still have the same rights and standing as other directors?
Yes. The Retired Director will have all the same rights, privileges, and standing as all directors on the AEA Board of Directors.
6. How does this change help the AEA Board of Directors?
This begins to balance representation among all of our members. The Retired Director would have a weighted vote of 100, the same as an AEA Officer, NEA State Director, ESP At-Large Director, or Ethnic Minority At-Large Director. Without retired membership in the weighted vote calculation, the weighted vote range narrows to 57-155 without any further adjustments to regional representation.
7. How does this change help AEA's requirement for compliance with NEA guidelines?
Using the weighted vote method for the AEA Board of Directors does comply with NEA Standards of Affiliation. However, the more narrow the range of weighted votes, the more balanced the representation becomes among all constituents.
8. Is this an attempt to silence AEA-Retired's voice on the AEA Board of Directors?
No. This is a long-term solution to balance representation on the AEA Board of Directors and give all membership constituencies a fair and equal voice.
9. Does this change affect funding for the AEA-Retired Director?
No. Funding, privileges, and responsibilities for all members of the AEA Board of Directors are defined in AEA Board Policy and the Retired Director would be governed by those policies just as all other directors.
10. Are there other changes to the AEA Board of Directors that are being considered in light of membership loss and cost effectiveness?
Yes. The Compliance Review Committee is reviewing the regional director representation for the AEA Board of Directors. They are required to use January 15, 2012 membership figures to determine their final recommendation to Delegate Assembly. The number of regional directors on the AEA Board of Directors will be reduced as a direct result of AEA's membership loss. The number of directors and resulting local association assignments are still being evaluated.

Expenditure of Fund

Section 15 17. The Board of Directors shall have the power, ...

Depositories

Section 16 18. The Board of Directors shall determine

Allocation of Funds

The Board of Directors ...

Salaries

Section 17 19. The salaries ...

Quorum

Section 18 20. The majority of the membership of the Board of Directors ...

Recording Votes

Section 19 21. The Board of Directors shall record ...

ARTICLE IV - NOMINATION AND ELECTION

Time of Election

Section 1. Officers, Regional Directors, **RETIRED DIRECTORS**, Alternate Directors, **ALTERNATE RETIRED DIRECTOR**, State Directors of the National Education Association, Alternate State Directors of the National Education Association, and members-at-large shall be elected at the annual meeting of the Delegate Assembly.

Nomination

Section 2. Candidates seeking election to a position as an AEA Officer, State Director of the National Education Association, Alternate State Director of the National Education Association and any individual who may wish to seek an AEA officer position that could become available (vacant) through the election of a current AEA officer to a different AEA officer position, shall file in writing a statement of candidacy with the AEA Executive Director...

Nominations for Regional Directors, **RETIRED DIRECTORS**, Alternate Directors, **ALTERNATE RETIRED DIRECTOR**, and Members-at-Large shall be made from the floor of the Delegate Assembly on the first day of the annual meeting. Candidates for officers, state directors of the National Education Association, and Alternate State Directors of the National Education Association that complied with the March 1 deadline for candidate filing shall complete the nominations process by being nominated from the floor of the Delegate Assembly on the first day of the annual meeting. A candidate for an At-Large Director shall indicate for which position he/she is a candidate. If the number of candidates nominated equals the number of positions to be filled, the chair shall declare such candidates elected except for at-large positions. If, after a regular election, the number of candidates for the member-at-large positions nominated equals or is less than the number of positions to be filled, the chairperson will declare those candidates elected. A second election will be held for any remaining positions.

January Annual Meeting Report

Suzan Austin

Here is the schedule for the Annual Meeting and Delegate Assembly, subject to change.

Friday, April 27

9:30 AM -3:30 PM AEA Retired Annual Meeting. Lunch will be served.
Registration form with menu choices will be sent with official delegate notification letter and will also be in the February issue of ***The Conduit***.

3:30 PM – 4:15 PM A Delegate Caucus prior to the AEA Delegate Assembly will be held directly after the AEA Retired Annual Meeting.

3:30- 5:30 PM Happy Hour and a pizza dinner (at 4:45 PM) will be served in the AEA Retired Hospitality Room/Balcony (no charge).

6:00 PM – 9:00 PM AEA Delegate Assembly, First Session will be held.

Saturday, April 28

7:30 AM – 8:30 AM The second Delegate Caucus and a continental breakfast will be held in the AEA Retired Hospitality Room/Balcony.

9:00 AM – until close of business. The second session of the AEA Delegate Assembly will be held.

There will be a scheduled lunch break and possible delegate caucus on Saturday, with an option to have lunch with AEA-Retired in the AEA Retired Hospitality Room/Balcony for only \$5.00. It will include sandwiches, salad, drink and dessert. The \$5.00 will be collected on Friday at the Delegate Caucus after the AEA-Retired Annual Meeting and on Saturday morning.

The registration form will be in next issue of *The Conduit* along with an article publicizing the meeting. We will include this statement: Delegates who travel more than 100 miles one way to the Annual Meeting/Delegate Assembly will be reimbursed for half the cost of a double occupancy room upon attending all required sessions of the Annual Meeting and AEA Delegate Assembly.

Arizona Alliance for Retired Americans

January 5, 2011

Met and approved the annual report and began planning for 2012.

1. Events in the immediate future, to which I extend a serious invitation, (A sign-up sheet is being passed at this Jan. 9 meeting of AEA-Retired)

- a. Wednesday, Jan. 11 - 9:00 AM - Public employees rally at the state capitol to address concern issues such as Social Security, pensions, Medicare, Medicaid, etc. Please join us to advocate for our senior issues.
- b. Wednesday, Jan. 11 - 10:AM - meeting with AARP leadership at the Paradise bakery, 99th Avenue and McDowell to form a coalition for our issues and plan joint ventures.

2. Upcoming meetings,

- a. Executive Committee is Thursday, Feb. 2, 2012
- b. Regional meeting Feb. 29, 2012, in Las Vegas
- c. Full Executive Board – March 18, 2012, Casa Grande

Congratulations to Frank Bing for being nominated to fill a CAN seat on the Executive Board

Respectfully submitted,
John Campbell
Vice President
Arizona Alliance for Retired Americans



AARA 2011—2013 Officers

Doug Hart, President

John Campbell, 1st Vice President

Bill Engler, 2nd Vice President

Roman Ulman, Treasurer

Tino Torres, Recording Secretary

AARA 2011-2013 Executive Board

Wayne Burrow

Dan Caro

Saundra Cole

Sandra Krause

Kathleen Lehman

Vikki Marshall

Gary Mehok

Julian Natividad

Dan Pollard

Henry Telfer

Chuck Yarter

AARA Executive Director: Tory Anderson

2011 Program Goals

Membership Growth

The Arizona Alliance for Retired Americans focused on increasing the organization's visibility among community groups and building a membership base, including expanding the state-sustaining membership program, and union and community affiliates. In 2011, the AARA gained 5,000 new members, raising our statewide membership to over 40,000.

The AARA has been tremendously successful at increasing visibility within the community and establishing the organization as a resource for older adult issues. The AARA was invited to participate in a White House Roundtable Discussion on Senior Issues. The AARA Education Fund received a grant from the Wider Opportunities for Women which funded a pilot program for Grandparents Raising Grandchildren. The program brought together likely and unlikely partners to a state-wide taskforce focusing on Grandparents Raising Grandchildren. The AARA continues to work on the Maricopa County Kinship Care Coalition, and has been invited to speak at the 2012 Grandparent Summit.



Program Development

The AARA has a long history of working on economic security and intergenerational issues in Arizona. The organization has been at the forefront of the Social Security and Medicare debate. Sustaining these critical economic security programs is not just securing the future of retirees, but securing the economic future for all generations and the communities in which they live.

Throughout the year, the AARA implemented an aggressive campaign designed to protect Health Care, Social Security, Medicare, and Medicaid. This campaign was divided into several components:

1. Exemplify effective communication (letter-to-the-editor campaigns, editorials, Facebook, Twitter, Website Updates, Blog Posts, Email Updates)
2. Organize Rallies and Protests around the issues
3. Host Educational Events for the general public
4. Discuss issues and provide education to politicians

2011 Program Goals

Program Development (continued)

Summary of Important Events Throughout the Year:

January

- Hosted two State of the Union Watch Parties as part of a national coalition to let President Obama know that seniors and retirees were watching..

February

- Held Legislature 101 Training for retirees at State Capitol
- Met with Congressmen Quayle, Schweikert, Flake
- Call to action to retirees regarding legislation to cut public pensions
- Participated in Worker's Rights Solidarity Rally

March

- Celebrated the 1st Anniversary of Health Care Reform with several educational events and participation in a press conference outside the state capitol

April

- Participated in the Solidarity Event "We Are One" rallies on April 4
- Legislature 101 training for seniors and retirees in Tucson
- Three rallies for "Don't Make Us Work 'Til We Die" outside Gosar's three Arizona offices
- Hosted roundtable budget discussion with seniors and Congressman Grijalva in Tucson
- Organized seniors to attend Schweikert town hall
- Organized around the Ryan budget – Press release to media, fact sheet to Facebook, twitter, website, and affiliates
- Participated in AFGE rally to keep Social Security offices open – AARA board member made front page of AZ Republic
- Lobby visit with Cong. Grijalva
- Educational presentations to retirees and senior groups

May

- Organized seniors to attend Gosar, Schweikert, Quayle town halls
- Educational presentation to AFSCME retirees
- Editorial submitted to Arizona Daily Sun re: Gosar and Medicare

2011 Program Goals

Program Development (continued)

June

- Facebook, twitter, and blog posts regarding protecting and preserving Social Security, Medicare, and Medicaid
- Educational presentations to seniors and retirees

July

- Hosted Medicare Birthday Party in Chandler, educational event
- Lobby meeting with Cong. Schweikert – Medicare Birthday theme – brought balloons, cake

August

- Social Security Birthday Party in Tucson
- Luncheon honoring Grijalva as Champion of Social Security
- Grandfamily Economic Security Taskforce
- Organized seniors and retirees to attend and speak up at McCain town Halls (Goodyear, Gilbert and Tucson)
- Participated in White House Roundtable Discussion regarding Seniors
- Organized protest outside Schweikert's office

September

- Organized seniors at Schweikert town hall
- Lobby visits on capitol hill: Giffords, Schweikert, Quayle, Grijalva, Kyl
- Met with Governor Brewer's office regarding Grandfamily Economic Security
- Participated in "Elders Living on the Edge" educational event on building elder economic security
- Held a successful one-day convention featuring speakers Sen. Sinema, Rep. Campbell, and Cong. Grijalva

October

- Organized Bread and Water protest outside pricey Flake fundraiser featuring Cong. Paul Ryan
- Guests on radio program "Arizona At Work" to discuss importance of Social Security, Medicare, and Medicaid to seniors
- Released special report on importance of Social Security, Medicare, and Medicaid to Arizonans
- Organized two Halloween protests regarding "Super Committee"
- Educational presentations to senior centers and retiree groups

November

- Educational presentations to senior centers and retiree groups
- Protests outside Jon Kyl's Tucson and Phoenix offices

2011 Photo Highlights



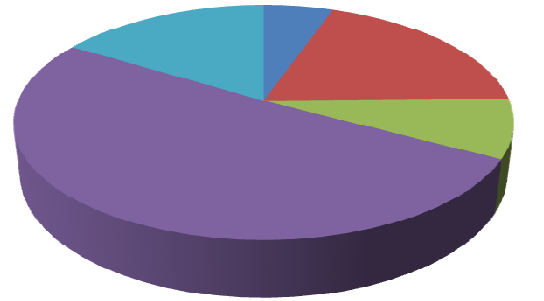
2011 Budget

Big Outcomes, Small Budget

The Arizona Alliance for Retired Americans completes a significant amount of work for an operating budget of just under \$40,000/year.

This graph shows the sources of income for the AARA in 2011.

In 2011, grants were an imperative source of income for the AARA. The Arizona Alliance for Retired Americans received a \$25,000 grant to hire a contractor part-time to run the organization as the Executive Director. This grant was awarded by the National Alliance for Retired Americans, and will not be awarded in 2012. Therefore, the Arizona Alliance for Retired Americans must find additional funding sources for 2012 to continue to advocate, educate, and mobilize seniors around important issues to protect the economic security of current and future retirees.



2011 State-Sustaining Members

Arizona AFL-CIO
Electrical Workers
CWA

Machinists
UFCW

2011 Affiliates

AFSCME Retirees Sub-Chapter 104
SEIU
GARR Local 640
West Valley Union Club
IBEW 387
Teamster Retirees and Associates Phoenix Division
Tucson Chapter ARA
East Valley Association of Retired Americans
Southern Arizona APRI

AFSCME Tucson Retirees
Arizona Education Association—Retired
SW AZ Unit of CSA Retirees
UAW Retirees Council—Tucson
Arizona State Council of Machinists
CWA
Tucson Chapter SOAR
AFSCME AZ Retirees Sub-Chapter 97