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96th Fleet Reserve Association
National Convention

Second Business Session

13 November 2024

Doubletree Hotel
Annapolis, Maryland

1 (Called to order at 1255.)

2 NP HANDZUK: Shipmate at the mic.

3 JPNN ROBBINS: Shipmate National

4 President?

5 NP HANDZUK: Shipmate Junior Past.

6 JPNN ROBBINS: Junior Past is in the
7 uniform of the day.

8 NP HANDZUK: Duly noted, very well,
9 thank you.

10 Shipmate National Chaplain, please open
11 the Bible.

12 NCHAP BEHM: Shipmate National
13 President, the Bible is open.

14 NP HANDZUK: Very well, thank you.

15 Shipmates, join me in saluting our flag.
16 Hand salute. Two.

17 Shipmate at the mic.

18 SPEAKER: May I approach and offer you a
19 gavel?

20 NP HANDZUK: Please. Okay. The first
21 order of business, take your cell phones out,

1 turn them off, put them on silent, vibrate,
2 whatever. Any phones that go off, we will
3 collect your generous \$20 donation to disaster
4 relief, and I do have a script today.

5 (Applause.)

6 All right. We're on a tight schedule
7 because I let you guys go yesterday and this
8 morning, and we've got MCPON out there. One
9 thing I will announce before I bring him in is
10 for the sake of expediency, I am going to have
11 the national parliamentarian, PNP George Hyland,
12 also be the official timekeeper.

13 MAA: Shipmate president?

14 NP HANDZUK: Ready? At this time we're
15 going to have the Master Chief of the Navy
16 escorted into the meeting hall.

17 (Master Chief Petty Officer of the Navy
18 James Honea escorted to the rostrum.)

19 The Master Chief Petty Officer of the
20 Navy, better known as MCPON, is a unique
21 noncommissioned rank.

1 Can I have silence please? If you need
2 to discuss, take it outside in the hall. Thank
3 you.

4 It's a unique noncommissioned rank and
5 position of the /UPBTS Navy. The holder of this
6 position is the most senior member of the United
7 States Navy. The MCPON is appointed by the Chief
8 of Naval Operations to serve as a spokesperson
9 and liaison to address the issues of enlisted
10 personnel to the highest position in the Navy.

11 On September 20th, 2022, James Honea was
12 appointed the 16th Master Chief of the Navy.

13 James Honea is a native of Lubbock, Texas, comes
14 from a military family. He's the son of a
15 retired Air Force major, began his military
16 career in 1987 when he enlisted in the Navy.

17 Let's give a warm FRA welcome to the 16th Master
18 Chief of the United States Navy.

19 (Applause.)

20 MCPON HONEA: You were too kind. If you
21 don't mind, I'm going to come down here to the

1 front and walk around a little bit. Thank you
2 very much. There's no stairs over here, but I
3 can make it. Thank you.

4 One of the benefits of coming and
5 speaking in front of this esteemed audience is
6 that most of the audiences I speak to, when I
7 tell them I joined the Navy in 1987, jaws drop
8 open and they figuratively shit themselves, they
9 think about how old I am. I don't worry about
10 that in this room.

11 (Laughter.)

12 I don't think that anybody in this room
13 is impressed with the fact that I'm as old as I
14 am. But thank you, thank you so much for having
15 me, for inviting me and for giving me some of
16 your time and your attention, especially right
17 after lunch. I don't know, that's pretty
18 dangerous, but thank you, sir, thank you very
19 much for having me, and especially since this is
20 your centennial. For a hundred years of maritime
21 tradition on top of all the service that you have

1 already given to this nation, that's tremendous,
2 and allowing me a little time to come over here
3 to tell you what the Navy is doing today, and to
4 hear from you and hope to answer some questions.
5 I hope that this is going to be -- well, how much
6 time do we have?

7 It will be whatever you need it to be.
8 I don't have anything on the other end of this
9 other than a long drive back home to D.C. and a
10 warm dinner with a beautiful wife.

11 (Applause.)

12 So to help fill in a few blanks, besides
13 joining the Navy in 1987, if you're looking
14 through my biography, you'll see I started my
15 Navy career in Long Beach, California. We closed
16 that naval base down in the mid 90s, as most of
17 you will remember. That's where I happened to
18 meet and marry my wife Evelyn. So my wife is
19 from east LA. We met and married there in 1989,
20 and most folks think the best thing that came out
21 of Long Beach, California in the late 80s was

1 Snoop Dog or MWA. I'm telling you it ain't; the
2 best thing to come out of Long Beach, California
3 in the late 80s is my wife.

4 You guys don't get to meet her today,
5 she didn't come up with me today, but there's
6 many of you who have had an opportunity to meet
7 her. She's beautiful, man, I won't mince words.
8 She's smoking hot, she's got a great heart, and
9 she's an incredible human being. She's going to
10 be the reason why I get to heaven, I'll be
11 hanging onto her ankles on our way up. Most of
12 the times I go places people will ask me how
13 she's even before where I'm going or what I have
14 going on, and I don't mind that at all, it's a
15 good place to be.

16 Now, after, you know, my time in Long
17 Beach, my wife and I, you know, this past August
18 we have been married for 35 years. We spent the
19 majority of our career someplace out in the
20 Pacific. Most of my career as a bosun's mate has
21 been on an amphib someplace out in the Pacific.

1 About 22 years of my 35 -- excuse me, my 37 years
2 have been on some amphib out in the Pacific
3 Ocean. Just giving you some background as to who
4 I am.

5 Now as the command master chief I was
6 the CMC on two ships, a DDG and an LPD. I was
7 the CMC of an installation out there on the east
8 coast, I was the CMC in Afghanistan for about a
9 year and a half, I was CMC in Korea with our
10 current Chief of Naval Operations; when she was a
11 brand new one star, she was my boss out there, so
12 she's been stuck with me twice now. And after
13 that tour I was the Fifth Fleet master chief, and
14 then I was Pacific Fleet master chief. Then I
15 was senior enlisted leader at U.S. Naval Pacific
16 Command, and after U.S. Naval Pacific Command is
17 when I was selected for this job, to be the 16th
18 Master Chief of the U.S. Navy.

19 I've got to tell you, man, I was not in
20 any way expecting that I was going to be asked to
21 be the Master Chief Petty Officer of the Navy, it

1 was not in my cards, it was not in my forecast or
2 in my thoughts or my future. I have been staying
3 out forward, operational, and I thought that was
4 where I was going to end my Navy career, out
5 there doing that kind of business.

6 But I sat down with our Chief of Naval
7 Operations, at the time it was Admiral Gilday,
8 and it was as much an interview of me asking him
9 questions as it was him interviewing me. And
10 what I was most concerned about was what I
11 thought we needed to do to change the direction
12 of our Navy and the direction of how we were
13 preparing our sailors, our maritime warfighters
14 to be prepared for what was looking forward in
15 our future, and what I thought we needed to be
16 doing differently. And if he was going to allow
17 for me to do that, then maybe I would be willing
18 to take this job. And as we had more and more of
19 this conversation, you know, obviously he agreed
20 with what I thought, because he hired me.

21 So let me back up here just a couple

1 minutes. You have seen probably in the last 24
2 or 48 hours, we've had some operations happen out
3 there in the middle east. We just had two
4 destroyers transit out of the Red Sea down
5 through the straits and they were attacked by
6 Houthis, a tribe out of southwest Yemen that for
7 the greater extent of things 15 or 20 years ago,
8 their ability for warfare was chucking rocks and
9 sticks at each other. But the Iranians come
10 along and dump a bunch of cruise missiles on them
11 and they set up coastal defense cruise missile
12 bases for themselves, and now they hold those
13 straits at risk, and they have changed the way of
14 life for a lot of people. And they were able to
15 restrict that waterway that restricts our ability
16 to have a free flow of a globally traded
17 commodity in oil that affects the world economy.

18 So that puts a lot of pressure on the
19 United States, more specifically the United
20 States Marine Corps team to go over there and
21 operate in that maritime domain to keep that free

1 flow of that oil, and not allow for Iran nor its
2 proxies the Houthis to exert any kind of
3 influence over there and shut it down, those
4 waterways.

5 Well, those destroyers went through
6 there and they were attacked. I think it's
7 important for us to understand how they were
8 attacked, and allow for me to brag a little bit
9 about what they're dealing with. So those ships
10 that operate over there, they are operating over
11 there continuously inside a weapons engagement.
12 They are constantly either under the threat, or
13 directly being attacked by missiles, by drones
14 continuously.

15 And these are weapons that are coming at
16 them, missiles, you know, that are inside the
17 airspace. It's not like missiles are sitting out
18 there in the air all by itself for us to find and
19 look at. It's up there amongst all the other air
20 traffic that's happening in that world. You
21 know, there's airplanes, there's all kind of

1 things up there that our sailors are having to
2 discern and look through, and pick out what is a
3 threat and what isn't a threat, determine if it's
4 okay, it's safe, figure out what weapon we need
5 to use to neutralize that threat so that it
6 doesn't cause any other collateral damage. They
7 have to do all of this in about 10 to 15 seconds
8 for each one of those threats that come at them.

9 And we can't over think this and think
10 too fast and accidentally shoot down something
11 else inappropriately and kill something that we
12 shouldn't be. Nor can we think about this too
13 slowly and allow for a catastrophic loss of life
14 to ourselves or other shipping. So those sailors
15 are under pretty consistent pressure like that
16 all the time, and it's not something that just
17 happens once or twice, this happens multiple
18 times a day, and it's not just one or two things
19 happening, this is multiple barrages of threats
20 that are coming at them at one time. So they've
21 got to come up high above, you know, off of the

1 governor, think of going really fast, go, go, go,
2 and then as soon as they neutralize those
3 threats, bring it back down, hit reset, get
4 themselves prepared for whatever that next
5 engagement is going to be.

6 And your sailors are operating out there
7 like that, deployed anywhere from seven to nine
8 months at a time, operating in that theater. And
9 I'm extremely proud of how they're handling their
10 business over there, they're not over extending
11 themselves, they're not over thinking this
12 problem, they're staying within the site
13 parameters in the way that they're being asked to
14 do stuff.

15 I wanted to share that brief story with
16 you, the thing that's happened in the news most
17 recently so we all kind of have that same
18 picture. If there was something I was going to
19 ask all of you when you walk out of here, one of
20 the things you do better than anyone else is help
21 us stay connected with the American people, help

1 us stay connected with Congress, help us to stay
2 connected with everyone else, to have an
3 understanding of what your Navy does for the
4 American people and the entire world. How we
5 maintain the international order to keep the
6 world just a little bit safer every single day.

7 If you've never served in the United
8 States Navy, or deployed on a warship, you just
9 don't understand what it looks like once you get
10 on the other side of the horizon, you just don't
11 understand what it is like. You are people that
12 do understand what that's like, and you connect
13 those people to what our sailors' story is right
14 now. You can connect them to what those
15 warfighters are dealing with today. And so I
16 just wanted to share a little bit of what they
17 are doing, and I appreciate that.

18 So going back to what I was talking
19 about with the CNO, to continue to put out
20 warfighters who are as strong as they possibly
21 can be, and as smart as they possibly can be.

1 Ans as I'm sure you know as a veteran, the best
2 value that they need is to be as prepared as they
3 can be to fight and win in those kinds of
4 situations. I needed an assurance from him that
5 he saw the world in the same way that I did. And
6 as I was describing some things to him he said
7 hey, Master Chief, what you're saying to me, do
8 you think we have some say in this? I said hell
9 yes, you know, it's like a really bad kung fu
10 movie, that video ain't matching the audio, sir.

11 (Laughter.)

12 If you want our warfighters to be
13 prepared to execute your NavPlan by 2027, if you
14 have to prepare to kick China's ass, if you want
15 it to be done, then we need to start rewarding
16 behaviors in a different way before our
17 warfighters are ready to do that. Because the
18 way we're rewarding behavior today, you're going
19 to continue to put out less than prepared
20 warfighters.

21 Let me give you an example. Sitting at

1 his table while we were eating lunch and talking,
2 he was drinking a LaCroix. Anybody ever had a
3 LaCroix before? LaCroix is a seltzer water, all
4 right, and they flavor that seltzer water to help
5 it be tolerable. And so let's say I wanted to be
6 a grapefruit flavor LaCroix, so I get this big
7 old bucket of soda water and I cut a grapefruit
8 and I wave that grapefruit across the top of that
9 bucket of soda water, all right? Just a little
10 bit. And then to make sure that you know you're
11 about to get some grapefruit, as I pour that soda
12 water into a can, I slap a sticker of a
13 grapefruit on that can and I write grapefruit on
14 that can, and you go hell yeah, I'm about to get
15 me some grapefruit, man. And then you pop the
16 top of that can and it's like a faint aroma of
17 grapefruit comes out of that can and you go hell
18 yeah, I'm about to get me some grapefruit. Then
19 you take a big old mouthful it and you go
20 bullshit, that's firewater right there, man, that
21 ain't grapefruit.

1 (Laughter.)

2 My point to the CNO was if you've got a
3 warfighter sitting on your quarterdeck and
4 everything about them says he's a warfighter, and
5 they've got the uniform, they've got the walk,
6 they can talk, they've got all those things about
7 them until you put them to the test and then you
8 can go bullshit, that's LaCroix right there, man,
9 that kid ain't ready for war, man. But we built
10 those people, we allowed for that to become the
11 way that is because we rewarded the wrong
12 behavior.

13 Some of you in this room, you remember
14 when we would sit around ranking boards. I
15 remember I was a young chief petty officer, I'd
16 been a chief petty officer for a couple years,
17 and my COC came into our ranking board and he
18 said your first class petty officers are your
19 subject matter experts. I said I already know
20 that. This is the first time I'd heard this line
21 of conversation. He said so don't tell me about

1 what their primary duties are, let's talk about
2 other things, tell me about their collateral
3 duties, tell me about their off duty education,
4 tell be about their community involvement, tell
5 me about other things they're doing to help round
6 them out.

7 We didn't talk about mission
8 accomplishment, we just talked about those
9 things, and I think somewhere along the way we've
10 quit even asking if our sailors were subject
11 matter experts and what their contribution was to
12 mission accomplishment. And that's my point
13 about, we allow for ourselves to start rewarding
14 the wrong behavior. It isn't that we were doing
15 bad things, we took our eye off the mark and we
16 allowed ourselves to start rewarding bad
17 behaviors. I think, though, what I'm saying, me
18 and you in this room can recognize some of those
19 things from your own careers that you saw some of
20 that stuff start happening. And it started
21 happening among som other decisions that we've

1 made over the course of years from, that time I'm
2 talking about was 26 years ago, that we've made
3 that have allowed for the other things that we
4 get by with because there's organizational
5 excellence and institutionalized routines, but
6 we're just not as good as we need to be, we need
7 to be much much better, we need to start focusing
8 where we need to be.

9 Nobody joined the United States Navy --
10 you guys remember those commercials, right, that
11 said hey, when I grow up I want to be middle
12 management, right? Nobody said when I joined the
13 Navy, I want to be a urinalysis program
14 coordinator. Nobody wants that job. Let's
15 figure some other way to get that stuff done so
16 that it doesn't become somebody's all
17 encompassing duty. And that's where I want my
18 focus to be. I said CNO, I want to focus on
19 making sailors stronger and giving them
20 permission to do the job they came to my Navy to
21 do. When they joined this Navy, just like every

1 one of you, you came in because you said I want
2 to be a part of something bigger, I want to go
3 make history happen, I want to go out there and
4 live that adventure and go on the other side of
5 that horizon, and I want my mom and dad and
6 family, everybody else back home, to watch me go
7 over there, they can watch me on CNN and they're
8 going to say hell yeah, you know, he, she,
9 they're over there making history happen.

10 I didn't join the Navy to be part of a
11 fund raiser, I didn't join the Navy to be a
12 urinalysis coordinator, I didn't join the Navy to
13 be a collateral duty person. I joined the Navy
14 to be a warfighter and do this kind of stuff, and
15 I want to give us permission to do that.

16 I'm going to tell you this, the Peoples
17 Republic of China don't give a shit about our
18 GNT.

19 (Laughter.)

20 We've got to be much better at what
21 we're doing if we're going to be prepared to

1 fight and win against an opponent like that,
2 we're building that capacity, so we have to be
3 much much stronger at what we're doing. I have
4 no doubt that we will kick their ass, excuse my
5 language, I have no doubt that we would fight and
6 win against that opponent. Why do I know,
7 because they are going to eat their breakfast in
8 the morning and they're going to want no part of
9 us. He's going to wake up and eat his bowl of
10 corn flakes and he's going to look out across the
11 cell tower and see the Navy-Marine Corps team out
12 there operating and he's going to say I want no
13 part of that, and he's going to go back to eating
14 his corn flakes. So thank you and you're
15 welcome, oohrah. I just want to keep it that way
16 and we can keep it that way by making sure that
17 we're credible.

18 Now when somebody says we're stronger,
19 and like I said, I want to make sure we're
20 smarter and that we continue to have better
21 values. In the area of better values, this is

1 where I spend a lot of my personal time, a lot of
2 my personal time is in this space. As I was
3 coming to this job as I was saying, I'd been
4 working in the joint world and I had not seen all
5 the things that were happening in the Navy for a
6 couple years. We were having a problem paying
7 our people on time. Holy shit. People were at a
8 command and couldn't get paid on time, and the
9 commands weren't paying attention to this stuff.

10 So as I came into this job, there was a
11 lot of stuff that I thought we needed to get a
12 hand on and that we needed to focus on, take care
13 of our people in a way that, we just weren't
14 doing as good of a job as we could do, and I
15 thought our people needed to have better values.
16 And where I, where I kind of keep my focus on
17 this, and my staff and how we think through this
18 problem, on where we try to take our folks,
19 whether it's with Congress, the staff at OSD,
20 with the OpNav staff, or however, we're going to
21 take care of things at our level, or how we're

1 going to push things down so that our Navy is
2 quite simply this.

3 When they created the all volunteer
4 force, President Nixon commissioned the Gates
5 commission to look at the viability of having an
6 all volunteer force. The Gates commission came
7 back and said yes, we could have an all volunteer
8 force but it would require these five pillars to
9 sustain it. And those five pillars were adequate
10 pay and compensation, adequate housing, access to
11 quality medical care, a retirement plan, and that
12 the military had to continue to be a reflection
13 of the American people that we serve. If we lose
14 those pillars then we're going to have problems
15 with recruiting and with retention.

16 Now you could look at those five pillars
17 today, you could find the satisfiers in those
18 five pillars today and point to things that we
19 could be shoring up to help us with recruiting
20 and with retention. But you could look at that
21 throughout the history of the all volunteer force

1 and you would find times where we've had trouble
2 in recruiting and retention, and we've had
3 problems in those areas right there.

4 I would also offer, as I've done with
5 Congress and the Secretary of Defense, an idea
6 for a sixth pillar. We have a greater number of
7 our force today composed of military families
8 than it was in 1971. And so I said a sixth
9 pillar might need to be considered for family
10 living, and quite simply make family living be
11 about spouse employment and access to child care.
12 It's not in every family, you know, that the
13 spouse is looking for a job, but those that are,
14 you know, we find a way to help in that area.
15 But in today's economy, more and more families
16 are finding it necessary to survive in today's
17 economy, needing a dual income. So those that
18 do, let's find a way to help them out, and then
19 they'll need access to child care.

20 So I spend a lot of my time either with
21 Congress or with OSD staff working on those areas

1 right there to try to shore those up, making sure
2 they get allowances, the retired compensation
3 package are being taken care of. Housing,
4 especially in the Navy, being looked after,
5 medical care, a lot of problems in medical care
6 right now, on and on.

7 So I'll just kind of walk through some
8 of these things before I open it up for question.
9 We're just now completing a quadrennial review of
10 military pay and compensation. Those results
11 will be out in early next year, like early
12 January sometime. I don't expect that the
13 quadrennial review of military pay and
14 compensation is going to come our with any kind
15 of great answers that I'm going to be really
16 extremely satisfied with, or that the joint force
17 is going to be really satisfied with, compared to
18 what they think are proper military pay and
19 compensation. So I'm going to have to continue
20 to find ways to address some of those problems.

21 But it's just the way the QRMC is

1 designed. I'll continue to work on it but you
2 know, to share publicly with this group in here,
3 I ask that, you know, some rules of protection
4 from you all in here, that my opinion is the QRMC
5 asks the wrong questions. When they go about
6 trying to make a review and understanding if pay
7 and compensation is adequate, they're asking the
8 wrong damned questions. I think we should be
9 asking if the pay and compensation for a military
10 service member is adequate because it's okay in
11 comparison to people of comparable age and
12 education that are outside the U.S. military, no.
13 It should be comparable to somebody that's got a
14 job, comparable to what someone does in the
15 United States military, but you know, a young man
16 or woman that's serving in the U.S. military
17 based on education, is probably the guy or girl
18 that makes me my double latte at Starbucks and
19 then goes home and sits in his mom's basement and
20 plays games and smokes dope all night, and that
21 kid is not the kid I want compared to my sailor

1 that's out there making that split second
2 decision in 10 to 15 seconds about what weapon
3 system to use to neutralize that threat, that
4 saves, you know, 1,500 of their shipmates' lives.
5 Those things aren't comparable, and I call
6 bullshit.

7 So I don't think that those are the
8 right questions that we're asking at the QRMC.
9 That's what I've -- I've certainly let them know
10 that, and I'm going to have to continue to work
11 on that with Congress, continue to work on that
12 with OSD. If any of you are involved in
13 legislative affairs or have opportunities to
14 influence that, I would ask for your continued
15 advocacy in that area.

16 In the area of housing, we've made some
17 real good headway, I'm really really encouraged.
18 You're probably aware, the laws are that our
19 junior service members are required to stay in
20 government quarters when they're junior service
21 members and they come into our military. Well,

1 for the United States Navy and Marine Corps, if
2 you're assigned to a ship, that is considered
3 adequate government quarters. Well, most of us
4 that spent our first four years in the Navy
5 living on board ship, I tell you what, man, I
6 again call bullshit.

7 (Laughter.)

8 I didn't much like it, and I've asked
9 for a more sensible approach, and give our
10 sailors an adequate separation from their work
11 life and their home life, and at least give them
12 a barracks room away from their ship like every
13 other service member does. And so build them a
14 barracks, give them a barracks room away from the
15 ship like all the other service members. And
16 Congress is changing the law, I feel pretty
17 strongly that that's going to get through. Last
18 year they changed the law for any ship that's in
19 a shipyard.

20 If you remember a couple years ago, we
21 had a sailor that we lost to suicide on board the

1 George Washington, that was sleeping on board the
2 George Washington while he was in the shipyard.
3 And he chose not to sleep on the ship, he chose
4 to sleep in his car. And the congressman asked
5 me, well, why was that sailor sleeping in his
6 car, why wasn't the chief making sure he slept on
7 board, you know, in his rack where he should have
8 been sleeping? And I said well, I think the
9 question ought to be why did that sailor choose
10 to sleep in his car. The sailor chose to sleep
11 in his car because it was better than what we
12 gave him, and we should be fricking embarrassed
13 ourselves if the best thing we can give him, he
14 would still rather sleep in his car than the bed
15 we give him. We should do better, that's right,
16 and this is the law.

17 The law is this, and I think we need to
18 change the law. The chief didn't have better to
19 give him because the chief didn't have the
20 authority to give him a better place to sleep.
21 You should give that chief better authority and

1 give that chief the authority to give him a
2 barracks room, and he would have a better place
3 to sleep than that ship, so he wouldn't have had
4 to take his car. Because he was working day
5 shift or, excuse me, he was working night shift
6 and trying to sleep on the ship -- anyway, not to
7 make a story that long, you guys know what kind
8 of crappy situation that is.

9 So I feel pretty strongly. Last year we
10 got that law changed and I feel pretty strongly
11 wherever Congress decides to pass a law this year
12 that we'll get that changed. I have a CNO that's
13 behind me in this and she is fully behind funding
14 the barracks program at a hundred percent.
15 Congress has restricted us the last 15 to 20
16 years, funding all of our shore programs at 80
17 percent, and so most of that stuff has barely
18 been getting like 65 percent funding. And she's
19 funded barracks programs at a hundred percent,
20 she's making sure that stuff is being done, we're
21 getting those things built to take care of our

1 sailors, and I think we're going to get that law
2 changed and it's going to go a long way.

3 We've expanded the PPD barracks program
4 in the Norfolk area so that we'll have plenty of
5 beds down there, the same thing down in
6 San Diego. If I can get authority from Congress
7 for the Navy to expand on the PPD barracks so
8 that we can do that in other locations besides
9 just those two fleet concentration areas, that
10 will be a huge win for us in the Navy. It will
11 all depend on the military construction program
12 to do that, it takes about seven years to build a
13 barracks, and the PPD we can get done in a year
14 and a half at the most, we can get it done a lot
15 quicker and take care of our sailors much much
16 faster.

17 Medical. Just so everybody's tracking,
18 I hope that you were all paying attention as we
19 did the transformation to the Defense Health
20 Agency, and I don't say that to be a dirty word.
21 The Defense Health Agency was stood up for some

1 sort of (inaudible) but as they were established
2 we had a transformation to the Defense Health
3 Agency. It was part of a program, and a lot of
4 things that were taken into consideration, it was
5 going to be, a lot of our medical care was going
6 on the extended network, it was going to be
7 available outside the military fence lines. That
8 no longer exists.

9 You know, case in point, up in the
10 Bremerton peninsula, the OB/GYN services outside
11 that fence line for our military service members
12 and their families was in the neighborhood of
13 about 15 outside the military fence line. When
14 we made the transformation to the Defense Health
15 Agency we closed down those services within our
16 military treatment facilities inside the fence
17 line, and now we don't have any of that available
18 on the Bremerton peninsula, and our families and
19 our service members are having to make that long
20 haul down to JBLM, which is an hour and a half if
21 you don't miss the Ferry down to McCord. And so

1 having had two kids of my own, I don't want to be
2 stuck on a ferry with my pregnant wife, I just
3 know that that would not be a comfortable long
4 ride.

5 So we have to figure out -- and that's
6 just one example. We have others of where this
7 transformation has not gone well. We're going to
8 have a meeting on all of this stuff again next
9 week, with the Secretary of Defense, on how
10 unstabilized the entire military health care
11 system is. SecDef has to make some decisions and
12 they're not going to be easy decisions.
13 Somebody's not going to be happy, because we just
14 don't have enough things to move around to keep
15 everybody satisfied. So until we get everything
16 built back up, we're just in a bad spot at the
17 moment.

18 I'm just telling you this as someone who
19 doesn't have any ability or authority to
20 influence or make any changes, just somebody that
21 advocates and pushes on it and points out where

1 we have a bunch of gaps to our most senior
2 leaders. And it's got to the point where it's at
3 our most senior leaders in the Defense Department
4 to make the decision, so it's resting with the
5 Secretary.

6 In the area of -- let me go back to that
7 area. You may have heard, many of you can
8 remember when we still had brick and mortar
9 professional military education or leadership
10 development courses, we closed all these down 20-
11 something years ago. We are standing those back
12 up.

13 (Applause.)

14 It's going to take us a few years to
15 resource all that, but we have good curriculum
16 built back up and we have a couple decks already
17 established in San Diego and Dam Neck, Virginia.
18 But we have a plan already built out to have
19 these schoolhouses established in all the
20 concentration areas around the world. We'll
21 eventually get all that back up, and I'm pretty

1 excited about that. That's our first step in
2 helping making sure that we're building up our
3 sailors and making them even smarter.

4 Another area that I'm trying to get more
5 energy behind is our U.S. Naval Community
6 College, and many of you are probably familiar
7 with like the Air Force's community college.
8 It's not the same. So our U.S. Naval Community
9 College, they will be able to be an accredited
10 institution to themselves, and the degrees that
11 we're issuing aren't necessarily all geared
12 around somebody taking a bunch of CLEP exams.
13 These are going to be degrees that are associated
14 to whatever somebody trains with. So if you are
15 a nuclear engineer, you're going to get a lot of
16 credits for all the schools you have already gone
17 through in the Navy, and then you also get
18 whatever other credits that you need to complete
19 your work, your degree in nuclear engineering.

20 But you're going to go through those
21 classes, either classes we've established through

1 U.S. Naval Community College or however we have
2 those classes contracted to other universities.
3 And then those students will go through that and
4 then they'll get a degree in nuclear engineering
5 or health sciences or whatever, you know,
6 somebody's rating happens to be. We're wanting
7 those degrees to be tied to their combat skills.
8 My thoughts are that we'll give you training to
9 solve problems that we've anticipated, but I want
10 to educate you to outthink problems that we've
11 not already thought of, because I want to
12 continue to have warfighters that outthink their
13 enemy and outthink problems.

14 So right now, well, we've got about
15 5,000 students enrolled in the U.S. Naval
16 Community College. It's still open in its
17 infancy stages, we've only been doing this for a
18 couple years. In a couple more -- no. By next
19 year we'll have 25,000 students, that's what
20 we're going to have enrolled, and then in order
21 to continue to more and more and more.

1 But you know, we have a lot of people in
2 the Navy, so 25,000 students still is not a huge
3 amount. It's still, yeah, it's still a drop in
4 the bucket compared to how many people we have
5 and how many we cycle through. It's us building
6 the network and the group that we need to be able
7 to go behind that, as well as all the resources
8 that it takes to keep that thing supported.

9 There's not a lot of resistance, I don't
10 think there is a lot of resistance, it's just
11 taking time and getting it all accredited. If
12 there's any resistance, it's that, it's the
13 governing bodies outside the Navy, you know, that
14 determine how, if we're accredited, and we can
15 be, you know, how we govern ourselves. That's
16 taking a little bit of time but we're getting
17 there and I'm encouraged by that and we're
18 moving. Okay.

19 Usually I start this thing off by saying
20 I need some help, but you guys did pretty good
21 with me there and I didn't have anybody fall

1 asleep on me, so thank you. But I also would ask
2 that, you know, that we get lots of applause
3 because I usually need lots of help with my ego,
4 especially at the very end.

5 (Applause.)

6 And thanks for laughing at my jokes. So
7 with that in mind, I'd really be interested in
8 hearing what's on your mind, so I'll start taking
9 some question.

10 SPEAKER: This is not really a question,
11 sir, but a statement. In reference to VHA, the
12 crossover to VHA, remember what's happened in
13 history with the crossover from CHAMPUS to
14 TRICARE, all the stumbling blocks we had there?

15 MCPON HONEA: Yeah. You're not going to
16 find somebody here that's going to disagree with
17 you. It's where we're at today and now today,
18 how do we make this all work.

19 SPEAKER: It is a stumbling block.

20 MCPON HONEA: Agreed. Sir?

21 SPEAKER: Hey, Master Chief, this is

1 Eric Patrick, former president Southeast. I want
2 to say -- can you all hear me okay?

3 ASSEMBLY: Yes.

4 SPEAKER: I just want to say I'm very
5 encouraged, I like your swagger, I like your
6 style. I like the way you're talking about
7 prioritizing things to be warfare fighters,
8 because that's what ultimately, we're not a place
9 for social experiments, we're here to blow things
10 up and win wars.

11 (Applause.)

12 I get that from you and I appreciate
13 that, I just want to say thank you.

14 S/M CUNNINGHAM: Master Chief, from what
15 I've heard -- oh, I'm sorry, Marcia Cunningham,
16 Branch 14, retired senior chief. What I'm
17 hearing is there's at least six ships that need
18 to be decommissioned or put in port because they
19 don't have enough people to put on board, we
20 can't get sailors, and I know it's the
21 partisanship in Congress that causes some of

1 that, but some thought has also been maybe bring
2 back the draft and force people to go to public
3 service before they go on to college, or if
4 they're not going to go into college, make them
5 do something and we could use them in our
6 services.

7 MCPON HONEA: Thank you. I didn't get
8 your first name.

9 S/M CUNNINGHAM: Marcia.

10 MCPON HONEA: Marcia. So, I did not
11 share this news with everybody in here and I
12 probably could have led with this, but the Navy
13 met goals, we did meet goals.

14 (Applause.)

15 Another thing I probably, and I also
16 want to share this and it shouldn't hurt anybody
17 in mixed company, the Navy's goal was, and its
18 vision was its requirement. Not every service
19 sets its mission, its recruiting mission and its
20 recruiting goal based on what its requirement is.
21 They set their recruiting goal and the recruiting

1 mission based off of what they do think they can
2 get done. We set ours by our requirement, what
3 we need to fill our ships, and what we need to
4 fill our full requirement, and that's what we
5 did.

6 Now, here's some other things that go
7 behind where we got our manpower, and we've got a
8 cultural problem in our Navy. Mostly everybody
9 in here also remembers this, that I have never
10 seen a fricking manpower review that when it was
11 done didn't come out and say yes, you need more
12 people, and you're right, I need more people, and
13 then everybody signs off on it, and we all agree
14 we've got ships that need more people than
15 they've got damned racks. There's something
16 wrong with that. Not every one of those ships
17 need as many people as they said they needed.

18 You know, we've had the wrong bean
19 counters get on there to determine how many
20 people all these ships need. We need to slow
21 down on some of that you stuff and really ask

1 ourselves, okay, what's the warfighting
2 requirement for the ship, what is it you actually
3 need to do. And some of this stuff is because
4 we've also added all kinds of administrative
5 requirements that, we can get rid of some of that
6 stuff. Some of it is maintenance, a bunch of
7 other things that, we could probably chop down on
8 some of that stuff and ease up the burden and the
9 workload that we're asking our crews on these
10 ships to do, so it doesn't have to be all this
11 extra number of people.

12 Since 2006, we had -- not 2006, excuse
13 me, I misspoke. Since 2017, we had the
14 collisions in the western Pacific, and what we
15 determined was that part of the problem was, is
16 they said we were moving sailors around because
17 they didn't have enough people, and these sailors
18 didn't know how to operate the different
19 equipment on the different ships. And so we
20 needed to do a whole manpower review on all our
21 ships and in doing so, we increased all of these

1 ships' manpower quite a bit.

2 When I was a senior chief on a DDG, just
3 to give you an idea, the same class ships, my BA
4 was about 275, the BA on the ships now is about
5 350, billets authorized. So the billets
6 authorized went from 275 to 350, and what is the
7 work that's being required on them now to go from
8 275 to 350? That's what the CNO and I -- she was
9 the CO at the same time I was the senior chief,
10 and we were asking the war boss, the sort of
11 warfare boss what is it that's going on it? You
12 know, we're sending all these people that's
13 really a manpower drain on the entire Navy, and
14 what is the workload, what are we trying to do
15 with all this, and can we simplify things, can we
16 cut down on some of that workload, what was the
17 need to go from 275 to 350?

18 I'm going to get to this. This is the
19 fleet's perspective of the collisions of 2017,
20 and I was the fleet master chief and I came in
21 right afterwards. We had one collision that

1 happened where in my opinion, the CSE watch
2 standers were not communicating with the bridge
3 watch standers, and the bridge watch standers
4 just lost the complete perspective of what the
5 nighttime picture. And I think all of us have
6 stood enough topside watches out there at sea at
7 night. You know, you get your lights confused,
8 you start thinking things are on the land that
9 are at sea, and you search right trying to steer
10 between lights and that's actually a ship, you
11 have a problem. And CIC can have a different
12 picture, and they're supposed to balance each
13 other out, and they didn't.

14 Now, John McCain was getting ready to
15 deploy to Singapore, and they had spent an entire
16 day at sea doing working parties, a bunch of
17 other things, and they had been up working for
18 about an 18-hour day, and they were going to pull
19 out for Singapore the next morning, and they're
20 seeing anchor detail at the time they were going
21 to be going into the traffic separation scheme

1 was going to be about 4:30, four o'clock that
2 next morning, and the captain said I can handle
3 it.

4 So he told the XO and the CIC,
5 everybody, you can have an extra hour in the
6 rack, I'll take it the first hour by myself in
7 the regular watch scheme. So the ship didn't set
8 for circuit maneuvering, they didn't have the
9 additional watch standers, they didn't have that
10 steering man, none of that stuff. And the
11 traffic picture started getting really dicy for
12 them, and the watch standers that he had up there
13 were sailors that came from a different ship, but
14 I don't think it should have been this big of a
15 deal.

16 Now this newer class of ship, these
17 newer destroyers, the ship's control console to
18 operate the helm, and the lead helm, has got a
19 computerized -- I don't have my cell phone on me
20 but it's not much different than like an iPhone,
21 it's just a bigger iPhone, it's got a big, you

1 know, iPhone display there that they can operate,
2 that the can do stuff with, and they can navigate
3 between all the different functions they can do
4 on there. So if they want to start, stop, pump,
5 or if they want to shift things around, they just
6 go on the display and kind of move things around.

7 Now anytime that display, that computer
8 interface needs to be updated, just like your
9 iPhone, it gets an update pushed to it, you know,
10 from whoever does the updates. And whoever wants
11 an update, yeah, I'll take an update, and they
12 send it out. Now just like with your cell phone,
13 sometimes if you're not paying attention, you
14 take an update, hmm, I'll take that update, and
15 then you can't find the fucking calculator, you
16 don't know how to use your phone anymore.

17 (Laughter.)

18 Well, somebody updated that computer
19 interface with the ship's control console, and
20 the captain wanted to split out the helm from the
21 lead helm, which was a bosun's mate watch. So

1 the bosun's made went over there with the
2 helmsman and started to split up the helm and
3 lead helm, and the computer interface screens
4 weren't the way they remembered they were
5 supposed to be and the next thing you know, they
6 were in the stop and start steering pump mode and
7 they stopped the steering pumps. When they
8 stopped the steering pumps, and then they
9 couldn't figure out how to get back the steering
10 pump, and now they're in traffic and they turn
11 broadside into the traffic scheme and had a
12 collision before they could get anybody back to
13 turn on the steering pump.

14 That to me isn't because they didn't
15 have enough people on the ship, that's why they
16 got into the collision, you know? There's some
17 other things going on here, you know? Just
18 because I've got 40 more people on that ship
19 doesn't keep that from happening, you know,
20 there's some leadership problems that happened in
21 I both of these situations, that having 40 more

1 people don't solve, so let's solve that problem.

2 And so I want to get after that, and I
3 don't think that we're going to decom these
4 ships. What we need to do is solve the problem
5 with the people that we've got. And we're going
6 to recruit all the people we need because we've
7 got good recruiters out there, they're kicking
8 ass. And we're getting the people we need to get
9 and why, because our recruiters are doing a good
10 job telling the story and reminding the people
11 that want to come into our Navy. Who is it? It
12 was Jim who said there's young men and women just
13 like all of us out there, they've got swagger to,
14 that want to come into our Navy. You know, they
15 want to be part of a winning team, they want to
16 go forth and live that adventure just like all of
17 us did. And we've just got to remind them that
18 it's still part of it, and they're still out
19 there. If you can help us stay connected with
20 them, we're going to continue to fill up our
21 rolls.

1 Ma'am, our boot camp is swelling up,
2 we've had to bring in extra company commanders to
3 push all the people through boot camp since we've
4 got so many people going through right now.
5 We're doing really good, and I know I'm going on
6 and on, but it's such a good story.

7 SPEAKER: Good afternoon, MCPON. You
8 know me well enough, good or bad, so --

9 MCPON HONEA: Good and bad, Tom.

10 SPEAKER: A couple things. First of
11 all, the situation with the barracks and dealing
12 with Congress on things like that, maybe they
13 should take a ride on one of our DDGs and cruise
14 on them during a recess as a starter, and then
15 they might understand some of the issues.

16 The other thing about the education is
17 many years ago we had a thing through a place
18 called Excelsior College which used to be
19 Regents, and they had that affiliation. So maybe
20 Excelsior had some thoughts that could get the
21 college going a little bit more, so that would be

1 one thing.

2 And the other thing is with the recent
3 elections, are you anticipating any major changes
4 to the Department of Defense and Department of
5 the Navy?

6 MCPON HONEA: Hey Tom, thanks a lot.

7 (Laughter.)

8 So we're going to test my mental acuity
9 as well as my recall.

10 So question one, so Representative
11 Bacon, he is on the House Armed Services
12 Committee and the chairman of the Quality of Life
13 Committee, from Nebraska. When I met with him
14 and we sat down and talked, he's a refired Air
15 Force general as a matter of fact. I did ask
16 him, have you ever been on a Navy ship, ever
17 lived on one, ever slept on one, and he said
18 yeah. I asked him, can you imagine that's what
19 you live on for four years straight? He goes
20 shit no, so he gets it. But that guy went on and
21 he really kind of laid out a bunch of my thoughts

1 without me even having to give them to him, like
2 sheet music. And I told him, hey brother, you're
3 playing my music and I didn't hand you any sheet
4 music, and he said hey, let's start a band, and
5 I'll be your Keith Richards, you be my Mick
6 Jagger, and we'll go on the road, I have faith in
7 him and many others, they are looking after us in
8 that way.

9 Now Excelsior College, they offer
10 degrees in a different way. Our Naval Community
11 College offers degrees through certificates, and
12 I didn't get into all that, because the
13 certificates are general education, and the
14 education will be the kinds of things you will
15 need to be a lifelong learner, so we're not
16 budging on those things.

17 Then there's a certificate in the naval
18 sciences, all the things you need to know if
19 you're going to be a practitioner of naval
20 warfare, and those are things they already have.
21 These aren't things that Excelsior College is

1 going to be offering. And then there's the other
2 stuff that we can lean on Excelsior and the other
3 colleges, and we are leaning on them while we're
4 building up our own program, exactly.

5 Now your last question, your guess is as
6 good as mine as to what's going to happen. Just
7 keep paying attention, man. I read the news
8 every morning and he's filling up his cabinet
9 positions pretty damned fast, and so we will see
10 where this goes. I think that there's in many
11 ways excitement, in many other ways some
12 trepidation. So we'll see what comes from all
13 this. Whatever it is, I will tell you that the
14 men and women that serve your Navy are going to
15 be ready to do that for whichever commander in
16 chief and whoever our secretary is going to be,
17 and whoever else is going to be our civilian
18 leaders, we are ready. Thank you.

19 (Applause.)

20 S/M DEAN: Robert Dean, former northwest
21 region president. I only have a few questions

1 for you.

2 (Laughter.)

3 First of all, every meeting that we go
4 to, every meeting that we attend, have in my
5 branch probably, you know, ten to 12 people show
6 up, so that's pretty much common everywhere. So
7 one of the things we all do when we first get
8 there, we have, the chaplain opens the Bible,
9 Pledge of Allegiance, and then we go into the
10 preamble and that, and so one of the things we
11 have that really sticks out is the fact that we
12 are to help the services, the sea services,
13 promote the most important people, the best
14 people to produce.

15 What we could use from you which would
16 in turn help us would be some 30-second
17 commercials. I didn't know, I guess I wasn't
18 awake, but you know, if we had some kind of
19 commercial, 15 seconds, this is what the Navy's
20 got, this is what the Navy can do for you, we can
21 help with that, so that's what I've got.

1 MCPON HONEA: I've got you, brother. In
2 the back of the room is Chief Anna Davon, she's
3 on our public affairs team. We can take that
4 back to our chief public affairs officer. We've
5 had some really good videos that we put together
6 to celebrate this year's birthday, especially as
7 we get ready for the 250th birthday, and then you
8 tell us what else you would like to have and we
9 can put together whatever you want.

10 PNP LAZZARETTI: Good afternoon, MCPON.
11 Chief Lazzaretti, past regional president
12 northwest, Branch 18. I currently live about 30
13 miles north of the new hospital at Bremerton and
14 that was also my last duty station back in the
15 '90s. One of the things that we are seeing with
16 a lot of the shipmates that I talk to in my
17 office is the fact that Naval Hospital Bremerton
18 is not offering all the services that it did when
19 I was there, and that is one of the biggest
20 complaints in the quality of care in Kitsap
21 County right now, and they have to go down to

1 JBLM or across the sound to Seattle Children's
2 Hospital or one of the other hospitals for that,
3 and that is a current concern, and I am hearing
4 that a lot when I talk to shipmates in that area.

5 MCPON HONEA: Yes, sir, and Bill, I
6 don't really know what that plan is going to be
7 for the long term. I know that what we want to
8 do is bring back many of our military health care
9 beneficiaries into our military hospitals. They
10 want to bring back you and all of the other
11 dependents into our military treatment
12 facilities. I just don't know how long that's
13 going to take to build that back, and into what
14 level they're going to bring that back at
15 Bremerton. So until I understand exactly what
16 the stabilization plan is and exactly what
17 services are going to start going back to these
18 different hospitals, I would be in a bad position
19 to start giving any kind of hope of what that's
20 going to be.

21 I'm going to be sitting in audiences

1 like this with you and talking to my relief,
2 having the same talking points with him, asking
3 him what are you going to do for me, man, before
4 we get this right. This is a big problem and we
5 didn't get here overnight, it ain't going to get
6 fixed any time quickly. When I came into the
7 job, I was telling Jeremy, our military health
8 care system is fucking broke, man. If we don't
9 do something about this, it's going to be really
10 bad. He said it ain't broke, I said oh yeah, it
11 is, and now we're a couple years later and
12 everybody agrees that it's broken. But two years
13 ago when I got this job he said it ain't broken,
14 so it took us well into a year before everybody
15 agreed that the system was broken, so it's going
16 to take us several years, I think, before we can
17 get it solved.

18 PNP LAZZARETTI: I agree. I was at
19 Naval Hospital Bremerton when we were
20 establishing (inaudible, side chatter).

21 MCPON HONEA: Thanks Bill.

1 SPEAKER: Hey Master Chief, (inaudible,
2 side chatter) Branch 251 in Arkansas, and I
3 joined the Navy in 1971. I've seen two different
4 reserve bases that had aircraft, I went to work
5 there in 1977 and worked there until I retired in
6 '96, but in '94 the reserve bases that had
7 aircraft on them were training reservists on how
8 to operate (inaudible, side chatter) or whatever
9 on these aircraft, and all these reservists can
10 do their job in the fleet when they're called on.

11 MCPON HONEA: I'm not entirely sure if
12 we have those same missions for those reserves in
13 that location where you're at. Our entire
14 reserve force has had a complete transformation
15 over the last several years on how to focus, how
16 they're positioned and what they're there doing.
17 Now I can look into them and start asking more
18 pointed questions now that I have your level of
19 concern, and I'll ask those question. We have
20 sailors that are in aircraft maintenance reserve
21 units that have that type of equipment and I'll

1 ask them if they have what's necessary for
2 maintenance of their skills. I don't know that
3 level of maintenance, if that is an appropriate
4 mission for our reserve unit. A lot of that
5 stuff is changed weekly from what it has been in
6 the past, so I don't have an answer but I'll look
7 into it.

8 SPEAKER: Okay, thank you.

9 MCPON HONEA: But the head of the
10 reserve component is just down the hall from me,
11 and I'll ask him, and hopefully I don't get a
12 poke in the eye.

13 SPEAKER: Welcome aboard, Bosun.

14 MCPON HONEA: Thank you, sir.

15 SPEAKER: It's been a pleasure listening
16 to someone speak for that 45 minutes without
17 using a teleprompter. (Inaudible, side chatter.)
18 100 years ago this year, 500 chief petty officers
19 and a few others were assembled in Philadelphia
20 and formed this association to assist in the pay
21 and benefits of the sea services. Do we have 500

1 chief petty officers in the fleet today that
2 would do that?

3 MCPON HONEA: You know, I would think we
4 would. I don't know, sir, if we have 500 chief
5 petty officers in the fleet today that know
6 enough about it. I don't know if we have 500
7 chief petty officers in our Navy today that have
8 as much of an understanding of what the Fleet
9 Reserve Association is and what they do, and I
10 think that would be a worthwhile thing.

11 My first introduction to the Fleet
12 Reserve Association was in the clubhouse that was
13 down the street from here, and that was a
14 different Navy.

15 SPEAKER: That's the trouble. It was a
16 drinking establishment and the young ones don't
17 want to come there, they don't want to get caught
18 drinking.

19 MCPON HONEA: This is how I knew that it
20 had changed, the Navy had changed. So MCPON
21 Herdt had just come in and MCPON Hagan had just

1 left. Randy Welch was our CEC over here at the
2 Naval Academy and MCPON Herdt held a whole
3 Navy-wide CEC conference in Dallas and now he was
4 coming here to Annapolis, and his first stop was
5 to speak to the chiefs here at Annapolis, he was
6 assembling all of us over at the FRA. But you
7 get a bunch of chiefs together and there's beer,
8 we thought we were supposed to drink beer. So we
9 were all sitting around the table with pitchers
10 of beer and man, Randy came in there and lost his
11 shit on us. But we said don't get rid of that
12 beer. So we were over talking to the bartender
13 about getting our so we can keep it cold. So we
14 did our call with MCPON and he sent us on our way
15 and we finished our day.

16 But the professionalism that we have
17 with our Navy today, sailors today, is due to
18 leaders like Jim Herdt and all of you in this
19 room, and the warfighters that are out there and
20 the hard work that they're doing, how proud you
21 should be of all of them is because of all the

1 leaders and all of you in this room today. I
2 just thank you for setting them up for success,
3 thank you for being the people that you were in
4 putting them in a position to shape them in the
5 way that you did, because they're doing you proud
6 out there. I am extremely proud of them, I'm
7 proud to be their MCPON and be able to represent
8 them, and certainly proud to be able to share
9 their stories a little bit with you here today
10 for however much longer I will be their MCPON.
11 So thank you for being here and letting me share
12 with you today, thank you for your time and thank
13 you for the -- uh oh.

14 NP HANDZUK: The MCPON knows who I am,
15 but my question or reach out is we're more than
16 willing to go out and promote the Navy. Our
17 issue is being able to promote the Fleet Reserve
18 Association. The way I see things is our troops
19 don't have time to focus on what's going on on
20 the Hill, that's our job, and that's how I
21 advocate it. We have legislative priorities for

1 our troops.

2 The issue is access to military bases.

3 Some branches have gotten creative, they don't go
4 to JAG, they don't go to the CO of the base. Can
5 I use you guys? Branch 91 in Jacksonville,
6 Florida found a way. They went to the commissary
7 officer or exchange officer and asked permission
8 to set up an information booth. That's the key
9 word, information. A lot of these commands won't
10 let us on. The secret that they discovered, if
11 you want to set up a table to explain what the
12 Fleet Reserve Association does for the Navy,
13 Marine Corps and Coast Guard, it doesn't say they
14 can't put applications out, but we can talk about
15 all the benefits that we have.

16 What can be done to give us, if you
17 will, more access or what better access?

18 MCPON HONEA: You got me at a loss in
19 that I'm not a lawyer, you know. I would have
20 all kinds of great ideas, but until I spoke with
21 JAG, I can't say. So I'd have to speak to my JAG

1 and figure out what we could do.

2 One of the things that I think we need
3 to think about is what could be a good
4 relationship to have with the sailors in the
5 fleet today. When I was younger, like you and
6 me, and you when you were younger, what would
7 have drawn you to the FRA or the American Legion
8 or VFW or any of these other associations is they
9 were a place of fellowship, and you'd have a
10 couple cold beers and a cheap meal, you know,
11 play some games, swap sea stories. But what
12 causes young men and women fellowship today
13 aren't the same thing. If we can figure out what
14 prompts the fellowship today so that we can still
15 bring them together, so that we can learn from
16 them, they'd help us better advocate for them,
17 that would probably go a long way in us
18 attracting them. That would be a start, and I'll
19 work with my JAG to ask the questions on what we
20 can do for better access.

21 (Applause.)

1 God bless.

2 (Master Chief Petty Officer of the Navy
3 James Honea escorted from the assembly room.)

4 NP HANDZUK: Shipmate Chaplain, close
5 the Bible. Uncover.

6 NCHAP BEHM: Shipmate National
7 President, the Bible is closed.

8 NP HANDZUK: Thank you, Shipmate
9 National Chaplain. Cover.

10 We stand in recess for ten minutes. Be
11 back in here at 1420.

12 (Recess at 1410.)

13 NP HANDZUK: Shipmate Master at Arms,
14 invite the shipmates into the meeting hall and
15 close the doors.

16 MAA: Shipmate National President, we
17 have stragglers.

18 NP HANDZUK: Shipmate National Chaplain,
19 please open the Bible. Uncover.

20 NCHAP BEHM: Shipmate National
21 President, the Bible is open.

1 NP HANDZUK: Very well, thank you.

2 Cover.

3 All right, shipmates. At this time we
4 will have the second credentials report.

5 Shipmate Hatcliff, are you ready?

6 S/M HATCLIFF: I'm ready for anything.

7 Shipmate National President, the credentials
8 committee report for November 13th, the time is
9 0900, the credentials worksheet is located in the
10 delegate kit at Tab X. Branches represented by
11 delegates, 51. Votes represented by delegates,
12 431. Branches registered by proxy, 78. Votes
13 registered by proxy, 359. Branches not
14 registered is five, it has changed from yesterday
15 because I forgot about Branch 50. Number of
16 registered delegates, 111. Registered voting
17 strength, 790. Votes not registered, 33.
18 Two-thirds voting strength is 527, five two
19 seven. Majority vote is 396, three nine six.

20 Shipmate President, in response to your
21 request, the branches not registered, West Coast

1 281, certificate not received. Northwest, 347,
2 certificate not received. Northwest, 174, no
3 delegates or proxy listed on the certificate.
4 East Coast, 093, delegates not signed in, no
5 proxy. Northwest, 050, charter suspended.

6 On behalf of the committee, I move that
7 the roll of the delegates hereby submitted be the
8 official roll of the members of this convention.

9 NP HANDZUK: Do I hear a second?

10 PRPSE RICHMOND: Second. Richmond,
11 delegate, Branch 22, I second, and do I have
12 discussion now?

13 NP HANDZUK: Yes, you have the mic.

14 PRPSE RICHMOND: Richmond, Branch 22,
15 delegate. If you take the registered, or the
16 authorized registered voting strength here as 790
17 and we have 33 votes not registered, that comes
18 to 823, so where did that number come from? If
19 we have one more branch that's not registered,
20 the numbers do change. Just a question.

21 NP HANDZUK: Okay. At pre-board, the

1 board voted to suspend Branch 50 for
2 noncompliance with the C&BL. Therefore, their
3 votes don't count, right?

4 PRPSE RICHMOND: Right, and if our
5 voting strength was 823, and our voting strength
6 is now 810, so one of those numbers is incorrect.

7 S/M HATCLIFF: Branch 50 has the votes
8 not registered, I thought they had 13 votes, so
9 the number of votes not registered should be 23.

10 SPEAKER: Another correction.

11 S/M HATCLIFF: My correction should be
12 with the votes not registered, 790 plus 20 is
13 810. And the other correction would be remove
14 the votes not registered, the votes not
15 registered is registered is 20, two zero.

16 NP HANDZUK: All right, shipmates. The
17 motion on the floor basically is now to accept
18 the report as corrected.

19 SPEAKER: (Inaudible) Branch 191,
20 delegate, second.

21 NP HANDZUK: It's been seconded. Now,

1 discussion? All those in favor of accepting
2 tipping the delegate credentials report as
3 corrected, indicate by the sign of aye.

4 (Chorus of ayes.)

5 Opposed? It's unanimous. Thank you.

6 We will commence with presentation of
7 annual reports of national officers. In
8 accordance with Section 612.A, C&BL, all
9 recommendations contained in this reports are
10 considered previously submitted under Section
11 611, C&BL FRA. All of these reports have been
12 submitted in writing, and included in the
13 delegate kit.

14 To expedite the order of business this
15 afternoon, I ask all national officers to submit
16 their reports for the record, confine your
17 remarks to summarizing the highlights of your
18 report and additional remarks necessary to
19 supplement information in your reports.

20 You may render your reports from the
21 podium or from the floor microphone as desired.

1 As a point of information, we have a hard stop at
2 1600, there is another event already scheduled in
3 this room, so please confine any additional
4 comments directly to the reports so we can move
5 the plan of the day. Thank you.

6 Shipmates, the financial report is
7 contained in Tab A. I move that it be received.
8 Does it require a second? No.

9 National Vice?

10 NVP BEHM: Shipmates, my report is in
11 Section B of our delegates book, and I just want
12 to say that it's been a profound pleasure and
13 honor to represent you, my fellow shipmates in
14 the 2023-2024 term. This has allowed me to take
15 your interests in our organization. Looking
16 forward to serving you continuing. Thank you. I
17 move that my report be received.

18 NP HANDZUK: Shipmate NED.

19 NED REID: National Executive Director,
20 my report is under Tab C. I think it's self
21 explanatory, if anybody wants to talk to me

1 afterwards. I move that my report be received.

2 JPNP ROBBINS: Shipmate National
3 President?

4 NP HANDZUK: Shipmate at the mic.

5 JPNP ROBBINS: Could the NED please
6 speak into the mic.

7 NED REID: Will do, sorry. Shipmates,
8 the report of the National Executive Director for
9 the 96th National Convention November 12th
10 through 15th is located in Tab C. I move that my
11 report be received.

12 NP HANDZUK: And the report of the
13 finance officer.

14 NED REID: Shipmates, the annual report
15 of the finance officer I have written, it is
16 under D, delta, and I move that this report be
17 received.

18 JPNP ROBBINS: It cannot be because the
19 budget had not been completed.

20 NP HANDZUK: Point of order.

21 JPNP ROBBINS: The budget has not been

1 completed.

2 NED REID: Shipmates, we are still
3 working on the 2025 budget and at this time I am
4 not asking for you to approve this report.

5 NP HANDZUK: Thank you, Shipmate Robby.
6 Shipmate Junior Past.

7 JPNP ROBBINS: Junior Past Robbins,
8 delegate, 146. My report is in Tab E. I move
9 that it be accepted, or received for the junior
10 past.

11 NP HANDZUK: Okay. Regional President
12 Northeast/New England Rizzo.

13 RPNENE RIZZO: Shipmates, my report is
14 found in Annex F, and I move that it be received.

15 NP HANDZUK: Very well. Regional
16 President East Coast Oliveira.

17 RPEC OLIVEIRA: Shipmate National
18 President, my report is in Appendix F, and I move
19 that it be received.

20 ASSEMBLY: No, G.

21 NP HANDZUK: Stand by. The regional

1 presidents are under F, this year is not like
2 it's been in the past, they're all under F.
3 Proceed.

4 RPSE KIRTLEY: Shipmate National
5 President, Kirtley, Regional President Southeast.
6 My report is the third one under F, and I move
7 that it be received.

8 NP HANDZUK: Thank you. Very well.
9 Shipmates, please keep the chatter down. We are
10 in a business session. If you find it necessary
11 to speak, leave the meeting hall please. Respect
12 those who are trying to pay attention.

13 MAA: Shipmate President.

14 NP HANDZUK: Shipmate Master at Arms.

15 MAA. You can use the gavel to gain
16 order on the floor.

17 NP HANDZUK: I'm going to. Regional
18 President North Central Blind.

19 RPNC BLIND: Mr. President, I request
20 the reception of my report from F. I'm Blind,
21 from North Central.

1 NP HANDZUK: Thank you. Regional
2 President South Central Smith.

3 RPSC SMITH: Regional President South
4 Central Smith. My report is also in F, I move
5 that it be received.

6 NP HANDZUK: Very well, thank you.
7 Regional President West Coast LeClaire. I'm
8 sorry, I jumped. I'm looking at what I've got in
9 my script.

10 RPSW CHAPMAN: Regional President
11 Southwest Chapman. My report is in F and I ask
12 move that it be received.

13 NP HANDZUK: Very well. Regional
14 President West Coast LeClaire. Now I've got it
15 right.

16 RPWC LECLAIRE: Shipmate National
17 President, LeClaire, Regional President West
18 Coast. I move my report in Section F be
19 received.

20 NP HANDZUK: Very well. And Regional
21 President Northwest Faubion.

1 RPNW FAUBION: Regional President
2 Northwest Faubion. My report is in Tab F and I
3 request that it be approved.

4 NP HANDZUK: Received?

5 RPNW FAUBION: Received, yes.

6 NP HANDZUK: Very well. Shipmate
7 National Chaplain Behm.

8 NCHAP BEHM: Behm, delegate, Branch 32,
9 National Chaplain. I move, my report is on
10 Annex G, and I move that it be received.

11 NP HANDZUK: Very well, thank you.

12 I will now call on the chairmen of the
13 standing and special national committees to
14 render their annual reports. These reports have
15 all been received by the national headquarters,
16 and are included in the delegate kits. I ask
17 that each chairman confine their remarks to
18 summarizing highlights in the reports, providing
19 supplemental information.

20 Again, in accordance with Section 612.A,
21 C&BL FRA, all recommendations in these reports

1 must have been previously submitted under 611,
2 Section 611, C&BL FRA. The annual freeze refers
3 and applies.

4 And Shipmate Davis, do you have a
5 listing of all the reports that have been
6 submitted from the committee chairs? Okay, whoa,
7 whoa, whoa, I got it.

8 Americanism and Patriotism, Past
9 Regional President North Central Bigby.

10 PRPNC BIGBY: Shipmate Bigby, Branch
11 161, delegate, North Central, chairman of the
12 Americanism and Patriotism. My report can be
13 found in Tab I.

14 I would like for you to refer back to
15 the second page of my report. In there there's a
16 recommendation that as determined by the
17 Americanism and Patriotism, as soon, and I
18 repeat, as soon as the national winners of the
19 Americanism and Patriotism essay is complete,
20 that the branch that has a winner needs to get
21 ahold of that student and get a W-9 filled out

1 and get it sent in to national. We had some that
2 went all the way until September to get their
3 checks, so I look to do a better job this year.

4 I move that my report be received.

5 NP HANDZUK: I need a second.

6 NPAR HYLAND: You don't need a second.

7 NP HANDZUK: Okay. Budget, finance and
8 audit. I'm sorry.

9 JPNP ROBBINS: Junior Past Robbins,
10 delegate, budget and finance. Part of my report
11 is in the delegate kit under J. You will
12 receive, the rest of it will be given throughout
13 the convention, and there will be a meeting
14 tomorrow morning for budget and finance from
15 seven until nine o'clock down where we met this
16 morning. Oh, right here, in here.

17 NP HANDZUK: Thank you. I'm sorry, was
18 there anything else?

19 JPNP ROBBINS: No.

20 NP HANDZUK: I just wanted to make sure
21 you got everything.

1 Constitution and bylaws, Past Regional
2 President North Central Posekany.

3 PRPNC POSEKANY: Posekany, Branch 14,
4 constitution and bylaws chair. Our report is
5 under Tab K, it a preliminary report, and I move
6 my summary report be received for the record.

7 NP HANDZUK: Very well. Future
8 planning. Past Regional President South Central
9 and Regional President Elect Talbot.

10 PRPSC TALBOT: Talbot, Branch 159,
11 future planning chair. My report is in Tab L and
12 I request you read it and pay particular
13 attention to a couple of paragraphs, one
14 involving regional alignment. I'm going to ask
15 for your vote for the south central and north
16 central to merge together at some time within the
17 next year, and that is due to the south central
18 size. We have met with north central and we
19 liked them and they liked us, and we're ready to
20 get together.

21 Also, the current plan, not to be put

1 into effect but a plan, for the possible
2 decommissioning of the FRA if necessary, so we
3 are ready to do that if and when it becomes a
4 reality for us.

5 I move that my report be received.

6 NP HANDZUK: Thank you, shipmate.

7 Shipmate Bruce, were there two things, were you
8 just asking the delegates to read?

9 PRPSC TALBOT: Yes, just to read them.

10 NP HANDZUK: Okay. I thought you wanted
11 to read them here.

12 PRPSC TALBOT: No.

13 NP HANDZUK: Okay, thank you. Hospital,
14 welfare and rehabilitation Past Regional
15 President Southeast Richmond.

16 PRPSE RICHMOND: My annual report is in
17 Tab M and I move that my report be accepted,
18 received.

19 NP HANDZUK: Very well. Legislative
20 service, Shipmate Davis.

21 DLP DAVIS: The report of the national

1 committee on legislative service is under Tab N
2 for November, and it includes the legislative
3 agenda for 2025 and the Pinnacle Award recipient,
4 and I move that it be received.

5 NP HANDZUK: Thank you, Shipmate John.

6 Membership and retention, National Vice
7 President Behm.

8 NVP BEHM: This is going to be hard to
9 make short, but here we go. I just want to say
10 thank you to our committee members that met all
11 year long with our regional vices. Okay, we've
12 had -- my short size, all right.

13 Also the Charles E. Lofgren award
14 happened, which is recognized as the 2023-2024
15 membership incentive program, please note that
16 the award for (inaudible) centennial program was
17 celebrated with the Lofgren award. Also, we saw
18 an increase of participation in recruiting in the
19 incentive program. Congratulations to all of you
20 who participated.

21 The Charles E. Lofgren award for

1 branches, Section H, page five, the membership
2 and retention committee shall recommend one, I
3 think you know that I wrote that, I'll continue
4 with that, award and recognition for the
5 excellence in membership promotion, in
6 competition with the branches within the same
7 membership group.

8 There were zero branches in Group I, I
9 and II that had an increase due to recruiting.
10 Group II, which was Branch 29, did see an
11 increase but that was a direct result of a merger
12 with 310.

13 Group III, the Charles E. Lofgren
14 Memorial Award goes to Branch 101. Do you happen
15 to be in 101? This is their first year, in Santa
16 Clara, California, with an increase of 39.47
17 percent or 45 new members.

18 Basically we did have a few reserve, I
19 call them reserve, but other motions for some
20 changes in the bylaws. We also sent some
21 recommended changes and I'm sure you will hear

1 about those, but other than that, basically we
2 talked about a lot of ways to continue retentions
3 to date and throughout. That's about all I have.

4 Thank you, guys, I move that my report
5 be received.

6 NP HANDZUK: I skipped a report from
7 the -- let me find it here. No, I didn't get the
8 annual report from the director of membership and
9 development, Honorary Shipmate Christina
10 Hitchcock, do you want to have your --

11 S/M HITCHCOCK: Good afternoon,
12 shipmates. Please review --

13 SPEAKER: Who are you?

14 S/M HITCHCOCK: Good afternoon,
15 shipmates. This is Christina Hitchcock, director
16 of membership development of the association and
17 an honorary member technically of Branch 22. I
18 move that, or ask that you review the report
19 submitted in Section H of the delegate kit, H as
20 in Hitchcock, and I move that it be received.

21 NP HANDZUK: Thank you. The next report

1 is from public relations. National Chaplain
2 Robert Behm.

3 NCHAP BEHM: Behm, delegate, Branch 32,
4 chairman of the public relations committee. My
5 report can be found on Tab P, and I move that it
6 be received.

7 NP HANDZUK: Very well, thank you.
8 Veterans service, Chairman Past Regional
9 President East Coast Ron Martin.

10 PRPEC MARTIN: Martin, delegate, chair
11 of the veteran services committee. My report can
12 be found under Tab Q, I move that it be received.

13 NP HANDZUK: Thank you, Shipmate. Youth
14 activities, Past Regional President Southeast
15 Jack Fogel.

16 PRPSE FOGEL: National President, Jack
17 Fogel, 94, chairman, youth activities. I stand
18 her saying that I did turn one in. I will turn
19 one in.

20 NP HANDZUK: All right. Once you've
21 completed it, let me know so we can go through

1 this again so it can be received. Thank you.

2 All right. Up next, shipmate at the mic.

3 PNP JANSKY: Shipmate National
4 President, Jansky, delegate, Branch 31, chairman
5 of the centennial convention committee. My
6 report is attached in Tab S as in Sierra, and I
7 move that it be received.

8 NP HANDZUK: Thank you. Why don't we at
9 this moment, as she returns to her seat, how many
10 conventions committee members are in the meeting
11 hall? Would you please stand? I know we did it
12 yesterday, but I want to do it again.

13 (Applause.)

14 They have worked tirelessly for two
15 years. Excuse me, I was told it had been two
16 years of hard work.

17 PNP JANSKY: Shipmate National
18 President, I have been told by my subcommittee
19 chairman for meals, we still have nine meal
20 tickets that have not been picked up, or
21 envelopes.

1 NP HANDZUK: Well then, that's the
2 individual's problem, we're just passing the
3 word.

4 PNP JANSKY: If you think you're coming
5 to the banquet, you need your ticket to check in.

6 NP HANDZUK: Okay. Now, the NED will
7 read, the delegates will act on ratification of
8 actions taken by the national board of directors
9 since the last national convention.

10 NED REID: Reid, Branch 181, NED. I'm
11 going to be reading the NBRs. I have a list of
12 NBRs that I will be identifying as constitution
13 and bylaws NBRs that we will not be ratifying at
14 this time. So here we would go.

15 NBR 1-24, the national board of
16 directors approved the 2023 post convention NBOD
17 minutes, 11 affirmatives.

18 The national board of directors, NBR
19 2-24, the national board of directors rescinded
20 one-year membership, unanimous.

21 NBR 3-24, the national board of

1 directors approved appointing GRF as auditors for
2 2024, 11 affirmatives.

3 The national board of directors approved
4 the NED to conduct a study of the legality of
5 raffles at federal postal rules and state levels,
6 11 affirmatives.

7 NBR 5-24, the national board of
8 directors approved surrender of charter for
9 Branches 113 and 49, 11 affirmatives.

10 The national board of directors approved
11 NED's 2024 salary at \$113,600, and that should be
12 just two zeros on that, 10 affirmatives, one
13 abstained, NED.

14 NBR 7-24, the national board of
15 directors approved LAFRA 2024 national president
16 project, support of the Gary Sinise Foundation,
17 12 affirmatives.

18 The national board of directors approved
19 a \$1,000 donation to the Gary Sinise Foundation,
20 the LAFRA 2024 project, 12 affirmatives.

21 The national board of directors approved

1 an expenditure from the health and welfare, HWRR,
2 of \$2,000 for Richard Musgrave, 12 affirmatives.

3 NBR 10-24, the national board of
4 directors authorized the use of FRA logo for
5 centennial. This was ruled out of order, ten
6 affirmatives. It was a non-approval.

7 The national board of directors
8 approved, NBR 11-24, the national board of
9 directors approved use of the FRA logo for
10 centennial purposes, 11 affirmatives.

11 NBR 12-24, the national board of
12 directors approved surrender of charter for
13 Branch 311, 11 affirmatives.

14 NBR 13-24 is under review by the
15 constitution and bylaws committee.

16 NBR 14-24 is under review by the
17 constitution and bylaws committee.

18 NBR 15-24, the national board of
19 directors approved revocation of charter for
20 Branch 377, 12 affirmative.

21 The national board of directors approved

1 the merger of Branch 145 and Branch 276, 12
2 affirmatives.

3 The national board of directors approved
4 the minutes of the post board meeting with a name
5 change, 12 affirmative.

6 The national board of directors approved
7 the surrender of Branch 334's charter, 12
8 affirmatives.

9 NBR 19-24, the national board of
10 directors approved the use of FRA's logo for
11 Branch 70, 12 affirmatives.

12 NBR 20-24, the national board of
13 directors denied the use of FRA's logo for Branch
14 70. I think that was the centennial logo that
15 was denied. 20-24, Branch 70.

16 The national board of directors, NBR
17 21-24, the national board of directors approved
18 adding standing committee members, and that would
19 be the national president's letter 1-24, 12
20 affirmatives.

21 NBR 22-24, the national board of

1 directors approved regional secretaries to have
2 access to the officer resources pages on the
3 website, 12 affirmatives.

4 NBR 23-24, the national board of
5 directors approved the voluntary surrender of
6 Branch 342's charter, 12 affirmatives.

7 NBR 24-24, the national board of
8 directors approved to revoke Branch 042's
9 charter, 12 affirmatives.

10 The national board of directors approved
11 the revocation of Branch 377's charter, 11
12 affirmatives.

13 NBR 26-24, the national board of
14 directors approve the use of FRA's logo by Branch
15 263, 11 affirmative.

16 NBR 27-24, the national board of
17 directors approved the voluntary surrender of
18 Branch 068's charter, 11 affirmative.

19 The national board of directors approved
20 the use of FRA's logo by Branch 112, 10
21 affirmative.

1 The national board of directors
2 requested an NBR to have headquarters start a
3 three-day workweek. The national board, the NBR
4 was rescinded.

5 NBR 30-24, the national board of
6 directors approved the surrender of charter for
7 Branch 044, 12 affirmatives.

8 NBR 31-24, the national board of
9 directors approved the merger of Branch 335 and
10 Branch 117, 12 affirmatives.

11 NBR 32-24, the national board of
12 directors approved the merger of Branch 317 and
13 Branch 222, 12 affirmative.

14 NBR 33-24, the national board of
15 directors approved the voluntary surrender of
16 Branch 053.

17 NBR 34-24 is under review by the
18 constitution and bylaws committee.

19 NBR 35-24 is under review by the
20 constitution and bylaws committee.

21 NBR 36-24 is under review by the

1 constitution and bylaws committee.

2 NBR 37-24 is under review bite

3 constitution and bylaws committee.

4 NBR 38-24, the national board of
5 directors approved the use of FRA's logo for
6 Branch 172.

7 NBR 39-24, the national board of
8 directors approved the use of FRA's logo by
9 Branch 316.

10 This is the end of the national board
11 resolutions with identification of those
12 resolutions that are under review by the
13 committee.

14 So there are three additional NBRs that
15 I will come back to and ask for the delegates to
16 approve, but for now what we would like to do is
17 request an approval for NBR 39-24, that was
18 something -- I'm going to have to get to the
19 other resolutions before I can make a motion.

20 RPSC SMITH: Smith, delegate, 98.

21 Resolution 32-24 should read Branch 371 vice 317.

1 NED REID: NBR 32-24 should read Branch
2 371 and Branch 222.

3 NP HANDZUK: Shipmate at the mic.

4 PNP BLACKBURN: Shipmate National
5 President, Blackburn, delegate, Branch 274. I
6 realize that there are several typos in our
7 delegate kit. However, I would request how many
8 votes were taken on NBR 39.

9 NP HANDZUK: Shipmate PNP Blackburn,
10 when we get as many NBRs as we did, it's
11 frequent.

12 PNP BLACKBURN: Then it should be a
13 separate issue, if we can't ratify it.

14 NP HANDZUK: According to my reading, if
15 this was done before the convention they can be
16 included in this convention.

17 PNP BLACKBURN: I'm not going to argue
18 on that one.

19 NP HANDZUK: Shipmate Blackburn, my
20 parliamentarian says it was done by this board,
21 it has to be ratified by this convention, and I

1 concur.

2 NED REID: What I'd like to do, I make a
3 motion that through NBR 38-24.

4 SPEAKER: I had a question on 2-24.
5 We're rescinding one-year memberships for what,
6 is that for the national board, is that for the
7 membership?

8 NED REID: I think there was a situation
9 where we had two-year and what was happening is
10 people were sending in the incorrect amount of
11 money, but it was an application error that was
12 identified. In other words, what was happening
13 was we said two years was \$64, and so that, this
14 was to rescind that application that we
15 identified. Any other questions?

16 NP HANDZUK: Okay, shipmates, there's a
17 motion on the floor to adopt the resolutions
18 through NBR 38-24. Do I hear a second?

19 SPEAKER: Second.

20 PNP BLACKBURN: Blackburn, delegate,
21 Branch 274. If you have NBRs under that are

1 review by the C&BL committee, how can you ratify
2 them?

3 NP HANDZUK: Okay. Your point, Shipmate
4 Blackburn, they've been referred to the
5 constitution and bylaws committee, so in essence
6 since they're under review, what I'm asking the
7 delegates to do is ratify the fact that they are
8 under review and approving that they're under
9 review, because this committee will take them up.
10 They will be presented by the constitution and
11 bylaws when the convention committee reports.
12 Make sense?

13 PRPNC POSEKANY: Shipmate National
14 President.

15 NP HANDZUK: Shipmate at the mic.

16 PRPNC POSEKANY: Shipmate Posekany,
17 Branch 14, delegate, chair of constitution and
18 bylaws. Those NBRs were pulled from the NBR list
19 and have been printed and are in you delegate kit
20 as constitution and bylaws resolutions, not NBRs.

21 SPEAKER: Shipmate National President.

1 NP HANDZUK: Shipmate at the mic.

2 SPEAKER: (Inaudible) 269. All the
3 resolutions except for the six resolutions that
4 have been referred to the constitution and bylaws
5 committee for action should be adopted at this
6 time.

7 NP HANDZUK: Shipmate at the mic.

8 PRPNC POSEKANY: Posekany, Branch 14. I
9 second the motion that we approve NBR 1-24
10 through 12-24, NBRs 15-24 through 33-24, and NBR
11 38-24.

12 SPEAKER: Good afternoon, shipmates.
13 You're not approving the resolutions that were
14 sent to the bylaws committee, they're going to
15 present those to you. What you're approving is
16 those being sent over, they were reviewed and
17 sent over for presentation and voting by you.
18 You're not approving those resolutions, they're
19 going to come before you shortly. Thank you.

20 NP HANDZUK: It's true, you're approving
21 the report, you're not approving the resolutions

1 that are going to be presented, because they'll
2 do that on the C&BL committee.

3 Shipmate at the mic.

4 PNP LAZZARETTI: Shipmate National
5 President, Lazzaretti, delegate, Seattle Branch
6 18. I second the motion as read by Shipmate
7 Posekany on the specific numbers.

8 PNP BLACKBURN: Shipmate National
9 President, Blackburn, delegate, Branch 274. I'm
10 just older and maybe a little more rattle
11 brained, but are you not asking us to ratify
12 these resolutions or NBRs?

13 SPEAKER: Did you read what the national
14 board resolution says? It says review. They
15 didn't approve anything, they just reviewed it
16 and sent it to C&BL for action. It's going to be
17 given to you shortly. All you're approving is
18 the board sending it over there.

19 PNP BLACKBURN: I understand that
20 portion, but are you not ratifying the NBRs that
21 were received that are not under review? That's

1 what you're asking me to do and not just receive
2 this report.

3 NP HANDZUK: That's what I was trying to
4 do, Shipmate, is approve the work that the board
5 did this year, okay? All right.

6 On the question, do you understand what
7 you're voting on? You're approving what the
8 national board did for you. All those in favor,
9 indicate by a sign of aye.

10 (Chorus of ayes.)

11 Opposed?

12 SPEAKER: No.

13 NP HANDZUK: There is one no. The
14 motion is carried. Shipmate NED, do we have any
15 convention remarks?

16 NED REID: Shipmate NED, Branch 81. All
17 of the greetings and all of the resolutions, the
18 commendations are out in the hallway, I hope
19 you've had an opportunity to look at those. We
20 will be taking those back to headquarters and
21 putting them in a scrapbook identifying it as our

1 centennial celebration. So make sure that you do
2 look at some of them. I'd already asked, some of
3 those will not be coming back with us because
4 they're going to be going back to the branches
5 that provided them, so please make sure that you
6 review and look at all of those that are out in
7 the hallway at this time.

8 NP HANDZUK: Thank you, NED. PNP
9 Jansky, do you have any announcements regarding
10 the national convention?

11 PNP JANSKY: The night tour is still on,
12 it is leaving at five o'clock, it is down at the
13 convention center doors. Once again, we do have
14 the 88 bus, we still have some space available.
15 It is \$40. I will gladly take your money. Any
16 takers? Yes.

17 NP HANDZUK: Okay, listen up shipmates.
18 We have about 45 minutes before we need to get
19 out of here. I'm going to do this a little
20 weird. Does any convention committee chair have
21 a short report that they can render and we can

1 get maybe one, possibly two out? The other one
2 in -- oh, yeah.

3 Shipmate Lickteig, how long is your
4 report for, since you were the time and place
5 last year, can you give a report within this
6 timeframe? Let's do his first.

7 PRPNC LICKTEIG: Shipmate Lickteig,
8 Branch 161, delegate. On everybody's table was
9 placed out ten sheets of paper that had the
10 tentative schedule, it's an informational sheet
11 for next year's national convention to be held
12 down in Springfield, Missouri. Read over the
13 information there. We will be putting out the
14 first newsletter nine months out prior to the
15 convention.

16 NP HANDZUK: Stop right there. Point of
17 information?

18 You can present your information on the
19 convention, Jerry, but because Junior Past
20 appointed you and didn't have anything two years
21 out last year, you were trying to come back with

1 a report for the delegates to vote. They do have
2 to vote on this, okay. I'm just saying --

3 PRPNC LICKTEIG: The informational sheet
4 in front of you is for the proposed national
5 convention for 2025. We have the information
6 laid out here. Please take a moment to review
7 the handout for everybody.

8 NP HANDZUK: Please. We have a speaker
9 at the mic. This information is extremely
10 important and we don't need interruptions.

11 PRPNC LICKTEIG: Shipmate National
12 President, I would entertain that you give a
13 short break so that they can caucus, do the song
14 and dance routine.

15 MAA: Shipmates are a little antsy.

16 NP HANDZUK: Shipmate National Chaplain,
17 please close the Bible. Uncover.

18 NCHAP BEHM: Shipmate National
19 President, the Bible is closed.

20 NP HANDZUK: Thank you, Shipmate
21 National President. We stand in recess until

1 1530.

2 (Recess.)

3 NP HANDZUK: Shipmate Master at arms,
4 invite the shipmates in and close the doors.

5 MAA: Aye aye, sir. Shipmate President,
6 we will have stragglers.

7 NP HANDZUK: Shipmate National Chaplain,
8 please open the Bible.

9 NCHAP BEHM: Shipmate National
10 President, the Bible is open.

11 NP HANDZUK: Thank you, National
12 Chaplain. Cover.

13 Shipmate Jerry, would you like to
14 continue your report? Please.

15 PRPNC LICKTEIG: Shipmates, have you had
16 a chance to review the informational sheet?

17 ASSEMBLY: Yes.

18 PRPNC LICKTEIG: I would like to
19 entertain a motion that this be accepted and
20 voted on to hold the national convention in
21 Branson, or in Springfield, Missouri. I was

1 going back to 2008, I'm sorry. In Springfield at
2 the Oasis Hotel. Thank you.

3 PNP LAZZARETTI: Lazzaretti, Seattle
4 Branch 18, seconds.

5 NP HANDZUK: Thank you. Discussion?
6 Now I have to weigh in here for a moment, because
7 we've had some conversations this year, I did
8 with Shipmate Jerry at least once or twice, and I
9 consulted with the national parliamentarian.
10 Granted, the constitution and bylaws says you
11 have a constitutional convention every so many
12 years, and that's the time we're supposed to
13 review and make changes. Yet, what do we do
14 every convention, shipmates? We change the
15 constitution and bylaws.

16 So in essence, every year is a
17 constitutional convention and we do it in four
18 days.

19 PRPNC LICKTEIG: Shipmate National
20 President, the way this is written up, we could
21 get it accomplished at a normal convention

1 timeline, thus saving that extra day that is
2 listed here.

3 NP HANDZUK: So the question, not so
4 much for me but for the delegates that go to
5 conventions, since the contract is already
6 signed, to affect anything in the contract
7 quickly to the point, basically yes or no.

8 PRPNC BIGBY: Shipmate National
9 President, Bigby, delegate, Branch 161. The
10 understanding with the hotel is the fifth day is
11 a contingency. If we vote to limit it to four
12 days, I will simply go back to the hotel and tell
13 them we will not need the fifth day, and they
14 will plan accordingly, no penalty for us. I have
15 that solved.

16 NP HANDZUK: Okay.

17 PRPNC BIGBY: I will sign that contract.

18 NP HANDZUK: I understand, but I wanted
19 to make it clear for all the shipmates that were
20 going so we got it clear. Did you want to speak?
21 All right.

1 The question on the floor is to accept
2 this site for the 2025 national convention. Is
3 there any more questions or discussion?

4 PNP JANSKY: Shipmate National
5 President, Jansky, delegate, Branch 31. I under
6 why they're asking the question, but should it
7 not also have some input from the incoming
8 national president elect? If so, that would be
9 her convention, not yours, it would be the next
10 elected national president.

11 NP HANDZUK: She is correct and again,
12 would you like to come to the mic? All right.

13 On the question, all those in favor of
14 Springfield, Missouri for next year indicate by a
15 sign of aye.

16 (Chorus of ayes.)

17 Any opposed? It's unanimous.

18 (Applause.)

19 Shipmate Norm?

20 SPEAKER: Shipmate, on the phone number
21 which most information is polled and most of you

1 who are blind ought to be able to read it, on the
2 phone number where it says 417-866-4338, add
3 another four digits and you may want to hit 5253.
4 It's an alternative number to the 43 38, 5253.

5 NP HANDZUK: Shipmate at the mic.

6 PRP LAZZARETTI: Lazzaretti, Seattle
7 Branch 18 delegate, chair of the 2024 convention
8 time and place committee. I'm ready to give my
9 report. The national convention committee on
10 time and place met in the main ballroom at the
11 Doubletree Hotel in Annapolis, Maryland at 10
12 a.m., Wednesday, November 13th, 2024. In
13 attendance were myself, Past National President
14 Lazzaretti as chairman. Members of the committee
15 are Past National President Jansky, Past Regional
16 President (inaudible), Past Regional President
17 Chuck McIntire, Shipmate (inaudible) Mike Dvorak,
18 and helping us with the RFP contest was Past
19 Regional President Janell and from the auxiliary
20 side we had Past National President Courneya and
21 Parko (phonetic).

1 As of the start of the 2024 national
2 convention, no active bids have been submitted to
3 the time and place committee for the 2026
4 national convention. The time and place
5 committee makes the following recommendations to
6 the shipmates.

7 Item one, that pending an RFP from the
8 southwest region and the Denver, Colorado area
9 hotels, that a special convention committee be
10 appointed by the national president consisting of
11 shipmates from Carson, California, Branch 302,
12 and Imperial Beach, Branch 289.

13 Two, that the dates of the convention
14 return either to the end of September or the
15 beginning of October.

16 And finally, Kim at national
17 headquarters will provide Shipmate Janell with
18 the room lodging numbers, and recognizing that
19 2024 convention numbers will be skewed due to the
20 centennial.

21 I would like to thank Shipmate National

1 President for this opportunity to serve the
2 association as the time and place committee
3 chairman. I would also like to thank our team
4 members and the national headquarters staff for
5 their support.

6 I move that this report be received as
7 submitted.

8 NP HANDZUK: Thank you, Shipmate.

9 PRPSE RICHMOND: Richmond, Branch 22,
10 delegate, second.

11 NP HANDZUK: It's received for the
12 record.

13 PRPSE RICHMOND: Never mind.

14 NP HANDZUK: Any questions, comments?
15 Okay. And Shipmate Pete, if I may please, I'll
16 get with you afterwards if I can get a copy.

17 PNP LAZZARETTI: Aye aye, Shipmate.

18 NP HANDZUK: Okay, thank you. We've got
19 about 15 minutes for another report. Does
20 anybody have a short one? Shipmate at the mic.

21 SPEAKER: Shipmate National President,

1 Shipmate (unintelligible), delegate, Branch 182,
2 chairman of the hospitality room. I will open
3 the hospitality room at 1800 tonight, the reason
4 why, we have food coming in and we need to set up
5 and make sure we have everything ready for later
6 this evening. So again, I will be opening the
7 hospitality room at 1800. Please come, we have a
8 lot of fun, we're going to have a lot of tickets
9 to sell, so please come and help.

10 NP HANDZUK: All right, thank you.

11 PRP PHELPS: Shipmate National
12 President.

13 NP HANDZUK: Shipmate at the mic.

14 PRPEC PHELPS: Past Regional President
15 East Coast Paul Phelps, one of the committee
16 meshes of the veteran service committee. I have
17 been asked by the chairman to read this report.

18 So if you remember, I was the national
19 chairman last year for this committee and I got
20 up to this point and I think part of the reason
21 why I'm here again is because we are very unique

1 in that we are actually two reports, one for VAVS
2 and then another report for VSO, and hopefully
3 when I do the VSO report you will understand why
4 the chairman is not here. Okay.

5 So my committee report for VAVS is going
6 to give you the group ratings and who won first,
7 second and third place here. Just remember, like
8 I told you last year, since we got rid of VAVS, I
9 think there's only one line of numbers there, so
10 draw a slash down through it so you can put two
11 sets of numbers. The first one will be for VAVS
12 and when I come back for the next one, it will be
13 VSO. Did you get that?

14 Here we go. Group I: First place,
15 Branch 269, Low Country. Second place, 024,
16 Annapolis. Third place, not applicable.

17 Group II: First place, 161, Spokane.
18 Second place, 099, Kempsville. Third place, not
19 applicable.

20 Group III: First place, 172, and it
21 didn't have -- so you know, that's what I

1 thought, Yorktown. Second place, 111, Lehigh
2 Valley. Third place, not applicable.

3 Group IV: First place, 023, Buffalo.
4 Second place, 268, that's USS OK Memorial. Third
5 place, 197, Modesto.

6 Group V: First place, 374, High Sierra,
7 Reno. Second place, 309, Diamond Station. Third
8 place, 015, Leland Alexander? Okay, I'm trying
9 to read somebody else's handwriting.

10 Shipmate of the Yeah, James Turner from
11 Branch 115, Lehigh Valley.

12 (Applause.)

13 If I didn't say it, we did this in the
14 Mainsail Room this day, earlier this morning, and
15 the committee chairman signed it Sha'ron D.
16 Martin.

17 Now the VSO.

18 Group I: First place, 024, East Coast
19 Annapolis. No second, no third.

20 Group II: First place, 166, Spokane.

21 SPEAKER: It's 161.

1 PRPEC PHELPS: 161, yeah. Reading
2 somebody else's writing. Second place, 302,
3 Carson. And third place, 161.

4 SPEAKER: No.

5 PRPEC PHELPS: Again, I can't read the
6 writing. You're right, 166, East Coast. I think
7 what happened is Spokane, is that 161?

8 SPEAKERS: Yes.

9 PRPEC PHELPS: So they're third. I read
10 it wrong. 166, 302 and 161.

11 Group III: First, 040, Chesapeake.
12 Second place, 097, Whidbey. No third place.

13 Group IV: First place, 382, did not
14 give me who it is, just in the Northwest.

15 SPEAKER: Idaho, Gem State.

16 PRPEC PHELPS: Thank you. Second place,
17 197, Modesto. Third place, 367, San Miguel; is
18 that right?

19 Group V: First place, 041, didn't give
20 me what it is.

21 SPEAKER: Roanoke.

1 PRPEC PHELPS: Okay. Second place, 031,
2 North Central -- no, Northeast/New England. And
3 third place -- that's why it's so confusing, 032.
4 How about that one, is that North Central?

5 SPEAKER: Lake of the Ozarks.

6 PRPEC PHELPS: Okay. So 041 first, 031
7 second, 032 third. All right.

8 And then our veteran service officer,
9 first time that I've heard of this, of the year,
10 it was unanimous to do this, we did a proposal.
11 Past Regional President Northwest Tom Flanik and
12 Past Regional President East Coast Sha'ron D.
13 Martin, so Tom from Branch 382 and Sha'ron from
14 Branch 156, and I move that it be received.

15 I have done a number of these and we
16 were really taken aback but we need to read this
17 to you. Attending our committee, I don't know if
18 you remember last year, but I pulled many strings
19 to get four people in there. So listen to this
20 list. In attendance, obviously it had to be
21 myself. (Inaudible) Branch 21. Mike Russell,

1 Branch 32. Dave Shateen, Branch 99. William
2 Mumply (phonetic) Branch 309. Paul Loveless
3 Junior, Branch 156. I know him as Steve
4 Matthews, Branch 197. Kimberly Navarro, Branch
5 13. Carl Hershey, Branch 22. Irvin Johnson,
6 Branch 166. Ursula Gruetzner, Branch 201, and
7 (inaudible), Branch 302. I really commend them
8 all for showing up. Thank you.

9 (Applause.)

10 NP HANDZUK: Thank you, Shipmate.

11 I want to say one thing real quick about
12 the two shipmates of the year VSO. Since we
13 started the FRA, we started this whole thing to
14 become certified VSOs. This year Tom kept me in
15 the loop. It originally started out with a class
16 of 20. They felt that that was a comfortable
17 group to work with, okay, so that they would be
18 able to work with everybody and give them the
19 maximum attention necessary needed to get the
20 information. The problem was we then started
21 having a backlog of people reserving, booking for

1 the next class, and they only teach one class a
2 year.

3 That said, I guess Tom and S.C. got
4 their heads together and decided they would go to
5 24 or 25. Guess what? Next year's class is
6 already at least halfway reserved. I am
7 extraordinarily proud of the fact that we the
8 Fleet Reserve Association are home growing our
9 own VSOs, and we've got to be proud that we've
10 got our own VSOs. And I understand the VSOs
11 can't just be for the FRA, but to them, what they
12 just received was a well deserved honor. Thank
13 you.

14 (Applause.)

15 All right. He moved to accept. Do I
16 have a second?

17 S/M DURBIN: Durbin, delegate, 91,
18 second.

19 NP HANDZUK: Thank you. Any discussion?
20 Because they made recommendations, you have to
21 vote on those. Any discussion?

1 All those in favor, indicate by a sign
2 of aye.

3 (Chorus of ayes.)

4 NP HANDZUK: Any opposed? It's
5 unanimous.

6 Shipmate National Chaplain, please close
7 the Bible. Uncover.

8 NCHAP BEHM: Shipmate National
9 President, the Bible is closed.

10 NP HANDZUK: Thank you, National
11 Chaplain. Cover.

12 Salute the colors, hand salute. Two.

13 We stand in recess until 0900 tomorrow
14 morning.

15 (Adjourned at 1555.)

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