**SNA Affiliate Agreement History and Board Report**

Late 2016 SNA invites States to participate in a workgroup to provide input into an Affiliate Agreement that it will create; it is presented as a legal document to formalize the partnership between the national organization and its state affiliates. Exec. Dir Fran Gilbert participates in one meeting.

May 6, 2017 SNA introduces the Agreement at its National Leadership Conference (NLC).

 SNA’s Purpose for SAA - *One of SNA’s objectives, as part of the overarching Community goal identified three years ago in the SNA Strategic Plan, is to enhance the SNA and State Affiliate partnership to align efforts to achieve SNA strategic goals.*

SNA explains that there are amendments for certain issues that were discussed with certain states in early meetings – those include grandfathering of state only membership and the use of a state specific logo rather than the SNA logo. Exec. Dir. Martina Brawer reads agreement and makes note of many concerns to be presented to the FSNA Board of Directors.

FSNA board decides to put this on the “back burner”, as FSNA is working on a brand new meeting LEAD Summit, and revamping the Leadership Training and re organizing FSNA staff & subcontractors.

July 2017 SNA presents information on the Affiliate Agreement in various meetings at the Annual Conference. The agreement is presented as a means to protect SNA and state associations and sites examples of state associations experiencing embezzlement, fraud and mismanagement. SNA discusses the agreement with state association executives at the state association execs meeting; the SNA attorney is present to answer questions.

Feb 2018 At SNA Leadership Conference SNA Leadership meets with all state that have not signed to pressure them to sign and strongly ask why it has not been signed. FSNA President Julie Hedine and FSNA President Elect Lori Dornbusch are in attendance and inform SNA that FSNA has not had time to fully review the document and that upon first review the document is too restrictive.

March 2018 Martina sends email to SNA Leadership informing them that FSNA has not had time to fully review the SSA because of other priorities, and that the main concern is the SAA should not be a “one size fits all document” because the state chapters are very different. FSNA informs SNA that it requires additional time to fully review the document to determine how it will affect FSNA operations.

August 2018 FSNA Exec Com formulates Questions and Concerns document regarding agreement and sends to board members.

Aug 25, 2018 Affiliate Agreement is discussed at FSNA Board Meeting. Board members are concerned with restrictiveness of SAA including the fact that FSNA’s bylaws must conform with SNA’s, not conflict in anyway with SNA’s. And SNA is asking that the agreement must be signed before SNA reviews the FSNA Bylaws (for conformity) and before FSNA is made aware of what SNA’s bylaws requirements will be. FSNA not signing is also discussed. Some board members are concerned that if FSNA does not sign FSNA members will not be able to run for SNA offices or participate on SNA committees. A
“too big not to sign” discussion was had.

Aug 29, 2018 Martina Brawer, and State Association Director from California meet with SNA CEO Patti Montegue & SNA Chief of Staff while at the Annual State Execs meeting. Martina outlines FSNA concerns – agreed upon at Board Meeting. SNA agrees to begin process to create additional amendments to address concerns.

Oct 1 2018 Martina sends report to board about this discussion.

Oct 2018 FSNA House of Delegates discusses the Affiliate Agreement and Amendments and requests a taskforce of past presidents and board members address the HOD concerns and the board concerns. The taskforce led by Julie Hedine meets over the next month to discuss proposed amendments, review other state’s amendments and review legal reports created by Texas SNA and shared with 4 other states unwilling to sign the agreement. By this time most all states have signed the agreement.

Oct 22 2018 SNA sends written responses to FSNA’s concerns and creates the SNA October 22 Amendments in response to FSNA, Texas SNA and California SNA concerns.

Nov 7 2018 FSNA sends memo to SNA with additional questions regarding bylaws clarification on membership and retiree board participation and SIP rep membership. SNA responds it will address the issues in a future amendment. FSNA taskforce recommends to the board to sign the agreement trusting SNA will act in good faith and create amendment. FSNA taskforce also agrees that if SNA does not comply and if SNA’s administration of the SAA becomes too restrictive or burdensome FSNA will initiate disaffiliation. [*FSNA taskforce has previously fully reviewed disaffiliation consequences sent by SNA. FSNA determines many of the consequences are not really applicable to FSNA general membership and participation in SNA activities.]*

Dec. 13 FSNA sends signed agreement with associated required documents to SNA. FSNA anticipates additional amendment because California has refused to sign the agreement by the December 31, 2018 deadline.

Feb 23 2019 February 23 Amendment is sent to FSNA.