

MAJOR CHANGES IN DODEA'S PROPOSED TENTATIVE AGREEMENT FOR THE FEA OVERSEAS BARGAINING UNIT

This is a short bullet point summary of the major changes contained in management's tentative agreement, as compared to the existing Overseas agreement. There are a number of additional changes that are not summarized here, but you can review in DoDEA's tentative agreement, which can be found at:

http://feaonline.org/media/overseascontract/DoDEA_Proposed_Tentative_Agreement.pdf.

ADVERSE ACTIONS

- Records of admonishment; letters of caution, warning, reprimand; and similar disciplinary action papers will now be kept in employee files for two years instead of one year.
- The tentative agreement reduces the amount of time for an employee who is suspended for more than 14 days or is removed to respond to management's notice. Employees would have 15 days to respond under DoDEA's proposed tentative agreement, down from 20 days in the existing Overseas contract.
- This agreement would also give Overseas employees accused of shortcomings just 30 days to improve or risk being disciplined or removed; not nearly enough time to take classes/trainings if needed.

OFFICIAL TIME

- DoDEA's proposed tentative Overseas agreement significantly reduces Official Time granted to Overseas employees elected by their peers to union positions.
- Such official time is vital for these union reps to resolve issues for employees.
- Official time – which is not used for internal union business – helps these employee representatives meet the Association's duty of fair representation.

WORK DAY

- FSIP imposed language, which is a part of DoDEA's proposed tentative agreement, doing away with guaranteed amounts of prep time for educators in favor of vague promises of "reasonable/adequate" prep time.
- DoDEA's proposed tentative agreement includes language approved by FSIP that allows management to require educators to perform duties outside of the work day; a major change from past practice.

LQA/HOUSING ALLOWANCES

- DoDEA's proposed tentative agreement eliminates current policies on Living Quarters Allowance (LQA) that currently allow employees to continue receiving LQA after 10 years if they sold their home or moved into other quarters.
- DoDEA's proposed agreement will provide only utilities reimbursement after 10 years of owning a POQ, if the employee continues to live in the POQ, unless the employee was to relocate to a new commuting area.
- For employees who purchased a POQ, received LQA for 10 years and sold the POQ, DoDEA's proposed tentative agreement provides a short period of LQA to continue after the new contract becomes effective before employees have their LQA reduced to just utilities, unless the employee relocates to a new commuting area.
- DoDEA's proposed tentative agreement provides that, within a short period of time of the new contract being imposed, these changes would go into effect with no grandfathering of current LQA recipients.

PAY

- Educators will no longer have the option to elect to have "spread pay" over 26 pay periods. Instead, the only option will be to receive pay over 21 pay periods.
- FSIP imposed language, used by DoDEA in its proposed tentative agreement, that will only allow graduate credits earned after the most recent academic degree to be used for Academic Salary Lane (ASL) adjustments, in contrast to the current agreement's rule that graduate credits are graduate credits, whenever they are earned.
- Under DoDEA's proposed tentative agreement, requests for ASL changes must be made within 120 days from completion of the coursework or degree in order to have the ASL change be applied retroactive to the date the credits/degree was earned, otherwise the ASL change will only apply from the date the application was submitted. This is a change from the current practice of allowing up to one year to make this request and to have the ASL apply retroactively to the date earned.
- DoDEA's proposed tentative agreement weakens Debt Collection protections and procedures that were in the current agreement.

TRAVEL

- Circuitous travel for RAT will no longer be permitted under the new tentative agreement and employees will be required to use the Travel Management Company at their duty station to book RAT travel.