



JOURNAL

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FEA ELECTION 2022

FEA At-Large Officer Election and Nomination Information

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FEA Assists Hundreds With Travel Issues

Overcoming frequent bureaucratic hurdles and indifference, FEA helped hundreds of Association members resolve travel problems that otherwise would have prevented them from visiting home this summer.

As the FEA Journal went to press in early August, we continue to hear of new difficulties employees are having with travel back to their duty station, indicating the need for assistance from the Association is likely to grow in the new school year.

Since late spring, roughly 400 members have reached out to FEA staff, particularly the FEA President, about urgent travel issues. Many members experienced problems obtaining RAT (Return Agreement Travel) orders in a timely manner, while others had difficulties getting tickets issued by the SATO Travel office at Sembach. Since COVID-19 led to many Overseas educators not seeing family for well over a year, the prospect of canceling long-awaited travel home was stressful for many.

Through various communications channels, FEA was able to collect information from members, quickly reach out to management, and expedite resolutions for many members.

A DoDEA Europe East member explained how he got assistance:

“I was having trouble with SATO’s DTS office issuing tickets in a timely manner. When FEA’s President got involved, he gave a time line for receiving the tickets and closely monitored the situation. Had he not gotten involved I’m not sure what would have happened, so I’m grateful to him and FEA for helping me get home to see family and friends in this age of COVID.”

A Pacific member was also able to get help:

“It was a week before we were to fly back home for RAT, but we had not received our itinerary or tickets. It was important for us to get back because my son had college orientation coming up. I contacted FEA and I received our tickets 3 days later. I am grateful because I called all the numbers and emailed SATO as well with no response. FEA assistance really made a difference and we made it to orientation on time!”

FEA has now identified many problems with DoDEA’s travel approval and ticketing processes. FEA representatives will be meeting with DoDEA Resource Management to discuss issues with the way travel orders and tickets are requested through DoDEA and SATO. The Association will urge quick changes so that the system hopefully works much better in 2022.

We continue to hear from members about travel concerns this summer. If management cannot resolve your issue, please reach out to your FRS for assistance. That person will be able to help you work through the chain of command and elevate your problem as necessary in order to seek resolution.

Our members work hard to educate their schools’ children. They should be paid on time and in full, their concerns should be heard, and management should be responsive to important issues such as RAT, pay, vouchers, specific legal issues, and more. FEA is your association, and we are there to ensure your voice is heard.

FEA President's Corner

Brian Chance



FEA's Washington DC office sends out frequent updates on issues of concern to Association members at their personal (non DoDEA) e-mail address.

If you are not receiving updates from FEA in your e-mail, please notify us at fea@feaonline.org

Thanks For Your Assistance

I want to begin the school year by thanking and calling members' attention to the network of local leaders throughout FEA who step forward to serve and assist their fellow employees with the seemingly endless issues confronting them.

I'm talking of course about FEA members who serve in roles such as Building Representative, Faculty Representative Spokesperson (FRS), Faculty Representative (FR), Human and Civil Rights Coordinator (HCR), Local Association President, Division Representative, Country President and Area Director.

The titles and duties vary across FEA's world, but the commitment to serving members and protecting their rights is consistent.

FEA is incredibly grateful to these individuals for stepping into these roles, which often require long hours beyond the duty day. The Association could not exist without you and your willingness to help members stand up for themselves.

If you are an FEA member in one of these roles – or serving members in any other role I did not specifically mention above – thank you so much!

If you are not yet serving in an active role within the Association, I urge you to do so. It does not need to be an elected position with ongoing responsibilities. Speak with your Building Rep/FRS/FR; offer to help them with any tasks they have.

FEA is not a bunch of trained bureaucrats. We are faculty and staff, the same as you, and we only exist because members just like you are willing to give some of their time and energy to serve their fellow employees.

With that in mind, I want to remind all members that those Association representatives at various levels, including myself, are here to help you.

If you have an issue that needs resolving or a question that needs answering, bring it to your local representatives. They know how to help with many issues and they know how to elevate your issue or question to other levels of the Association, to get you help beyond the school level when necessary.

In recent months, I have assisted hundreds of members directly with issues related to travel orders, pay, health insurance, voucher payments and numerous other topics.

My position is one example of the Association's ability to work through the DoDEA system and the contacts we have throughout that system to seek resolution to problems in ways that do not require litigation (though that option always remains on the table, if necessary). I began my service at the building level and I know that helping individual members is one of the most important services FEA provides.

View your Association representatives as resources who exist to help you do the things you can't always do for yourself, and who know how to access additional help when their members need it.

FEA is a network of education professionals working together to lift and support each other. I thank you for being a part of that network and urge all our members to become actively involved in any way you can. Don't be an observer or a complainer – be a force for change. And thanks for your help in making FEA better equipped to help you and your fellow members.



Association Business

Richard Tarr
FEA Executive Director

A Busy Year Ahead

FEA is gearing up for a very busy year in defense of our members' rights.

Multiple arbitration hearings over a variety of issues are already scheduled for the coming months. Some of those hearings pertain to individual members while others are Association wide.

Protecting our members and their basic rights as federal employees is one of the most important roles FEA fulfills. We take that role very seriously.

The use of the grievance procedure and arbitration process is critically important to our efforts. For an explanation of those tools and how they are used to protect members, see the article on page 4.

FEA has a highly qualified team of attorneys who know how to navigate the complex world of labor law to protect the rights of our members. Our members constantly tell us those legal services are among the mostly highly valued benefits of belonging to FEA.

It's no wonder.

DoDEA management too often does all it can to stifle and intimidate employees until they feel powerless. Basic functions such as paying employees properly and on time are continually mishandled. DoDEA

tries to mandate and run every aspect of employees' work life, often failing in spectacular fashion – as demonstrated by things such as the unpaid, mandated extra hours DoDEA Americas employees have illegally been required to work in recent years and the numerous issues surrounding travel orders and tickets for RAT travel this summer.

DoDEA believes employees should just “get on the bus” without expecting decent treatment and quality working conditions. Employees who voice complaints or just ask for simple improvements are too often told they can “make an adult decision” if they don't like conditions within DoDEA.

FEA exists to fight that attitude.

We believe employees do not have to have to accept “no” as an answer- or get no answer at all! We believe that respect is a two-way street. We believe that educators' working conditions are the same as children's learning conditions – and efforts should be made to ensure that both are positive.

That is why we constantly speak up for the rights and priorities of our members – and their students – and why, when necessary, we will utilize all the tools

available to us, including litigation, to represent our members' interests.

Because of your efforts and hard work- even in the face of a global pandemic- you have continued to build DoDEA into one of America's best public school systems; one of which you should rightly be proud. FEA seeks always to resolve issues that our educators face through direct dialogue and cooperation with management. That is our preferred method. But when management's decisions negatively impact on our educators, FEA will never hesitate to take legal action to defend our members' rights.

As the new school year gets underway, I want to reiterate to members our Association's pledge to work on your behalf and in defense of your rights. In the coming months, we will conduct numerous arbitrations on a large number of issues. This is the service our members rightfully expect from FEA and it is our privilege and our honor to represent you in the cause of improving working and learning conditions throughout our schools.

FEA is your professional association – we will never stop working to demand professional treatment for our members.

Get all the latest news on issues affecting FEA members by regularly visiting FEA's Web site at feaonline.org

You can also follow us on Facebook or Twitter @FedEdAssoc

Understanding the Grievance, Arbitration Process

By Suzanne Summerlin, FEA Deputy Executive Director/General Counsel

One of the most fundamental benefits of forming a union at work is access to the negotiated grievance-arbitration process.

The federal government's labor-management statute requires that unions and agencies collectively bargain a system to resolve disputes between the parties that must: be fair and simple; be used to settle both individual members' disputes with the contract as well as disagreements by the union as a whole; and provide an opportunity for a neutral third-party, called the Arbitrator, to provide binding resolution to such disputes.

"Grievance" is the legal term of art used to describe a dispute under the collectively bargained agreement ("CBA"). For our Stateside members (both Certified and Classified), the CBA is the Master Labor Agreement ("MLA") and for our Overseas members the CBA is referred to as the "Negotiated Agreement" ("NA").

Grievances may be filed concerning any matter relating to unit employee(s) – on behalf of the Association or an individual member – and the Agency.

Whenever an FEA member believes there has been a

violation by the Agency of their rights under the CBA or another law, rule or regulation, the first step is to contact your local FRS regarding next steps to protect your rights. The following is a general description of the process that follows, though in some cases, the process may be slightly different.

Once a grievance is filed, the contractual process is underway. Both Stateside MLAs and the Overseas NA contain the processes that the Association and the Agency must follow whenever a grievance is filed. Generally, the grievance is filed with the Agency, which will issue a decision concerning the alleged violation. If the grievance is not resolved during initial steps of the grievance process, the Area Counsel will then have to determine if the grievance should be taken to arbitration.

If the grievance proceeds to arbitration, the Association Attorney and the Agency will pick who will decide the matter from a panel of arbitrators provided by the Federal Mediation and Conciliation Service ("FMCS"). Skilled labor arbitrators are in high demand and often must schedule hearings many months in

advance. Depending on the matter at hand, an arbitration hearing could take one or many days – scheduled concurrently or sometimes weeks or months apart, depending on the arbitrator's availability.

During the arbitration hearing, both the Association and the Agency will present evidence to the arbitrator. Evidence may be written or oral, such as testimony from a witness to the alleged wrongdoing.

At the conclusion of the hearing, the arbitrator may order written post-hearing briefs to be simultaneously submitted, and subsequently issues a decision.

We understand this process is daunting and may at times feel frustrating and inefficient. Even after an arbitration ruling is handed down, that ruling may be appealed, adding more time to the process. However, compared to taking cases to federal court or administrative agencies like the FLRA or MSPB, the grievance-arbitration process is generally the fastest way to resolve disputes with the agency.

Grievance Wins Have Produced Many Positives For Members

Many of the rights and benefits FEA members currently enjoy were either won directly through arbitration hearings held on grievances the Association filed or through court cases that grew out of the grievance arbitration process. Some examples include:

- **Rights for Local Hires** - FEA grievance victories have greatly expanded rights and benefits for Local Hires in DoDEA. The "NTE Case" determined that DoDEA could not hold local hires indefinitely in temporary status and the "7-Year Rule", which allows certain DODDS local hire spouses who are within 7 years of full retirement eligibility to receive LQA when their spouse retires, also resulted from a grievance the Association won.

- **Proper Credit for Academic Salary Lanes** - In separate arbitration wins, FEA and FEA-Stateside Region won payments for members who had not been paid properly based on academic credits they had earned. While DoDEA just recently began processing claims from Stateside employees, whose case was won just a few years ago, the agency has paid out hundreds of thousands of dollars in back pay to affected Overseas employees over the past decade.

- **Ongoing Efforts** - FEA and FEA-SR continue to utilize the grievance procedure whenever necessary to defend members' rights. FEA-SR won a grievance (currently being appealed by management) over DoDEA's illegal MLA implementation and FEA has multiple grievance hearings scheduled on issues such as RAT travel from 2020 that was impacted by COVID shutdowns.

Contract Updates

Overseas Bargaining Set For September

Bargaining on a new Overseas Negotiated Agreement is set to resume in September. As of press time for the Journal, the range of topics to be discussed at the September session had not been set.

The last bargaining session on the Overseas contract took place in November 2020, after FEA members overwhelmingly rejected a contract proposal from DoDEA in October. Early in 2021, President Biden dismissed the members of the federal panel charged with resolving impasses over contract issues. New members have yet to be appointed. President Biden also rescinded a number of anti-worker, anti-union Executive Orders from the previous administration that attempted to dictate bargaining positions federal agencies had to follow.

Stateside Certified Awaits FLRA

As of early August, FEA-Stateside Region awaits a ruling by the Federal Labor Relations Authority on DoDEA's appeal of an arbitrator ruling that declared management's unilateral implementation of a Master Labor Agreement on certified workers in 2019 to be unlawful and ordered both sides to resume bargaining a legally-valid successor agreement.

Stateside ESP Ground Rules Not Yet Set

FEA-SR and DoDEA have yet to agree on ground rules for the negotiation of a successor Master Labor Agreement for the Education Support Professionals in the Stateside Classified bargaining unit. Without those rules – which define things such as the size of bargaining teams and the bargaining schedule – negotiation of a new ESP contract is on hold.

Pressing For Changes to Extra Duty Mandate

FEA Director for DDESS Diane Gibbs took the case against mandated unpaid extra duty time directly to the top this summer, using a meet-and-greet opportunity with the First Couple as a chance to inform them of the plight of employees in DoDEA Americas schools.

It was one of several actions the Association took this summer aimed at educating decision makers about conditions in DoDEA schools.

Through NEA, Gibbs was invited to attend the July 4 celebration at the White House. During the event, Gibbs had the opportunity to meet President Joe Biden, with whom she briefly spoke. Although time did not allow for an in-depth conversation, Gibbs told the President of the unpaid extra duty hours Stateside educators are being required to work and urged him to support changes.

Gibbs also had an opportunity to speak with First Lady Dr. Jill Biden, who is an educator herself. Gibbs again focused the conversation on the unpaid extra duty time and asked the First Lady to support employees in their fight against the mandate.

Neither the President nor the First Lady were previously aware of the issue but both expressed to Gibbs their support for federal workers and pledged to continue supporting fair working conditions for employees throughout the federal sector.

A few days prior to the White House event, Gibbs held a remote meeting with Acting Assistant Secretary of Defense for Manpower and Reserve Affairs Vee Penrod and DoDEA Director Tom Brady. During that meeting, which was also attended by FEA President Brian Chance and FEA-Stateside Region General Counsel Ben Hunter, the harmful impact of the unpaid extra hours was stressed by Gibbs, as was a call for DoDEA or the Pentagon to address the issue.

NEA is helping to inform decision makers by posting information about the unpaid extra hours on its EducationVotes site and providing a link where citizens can write directly to Congress, asking them to intercede.



Diane Gibbs, FEA Director for DDESS, speaks with First Lady Dr. Jill Biden at the White House during a July 4th celebration. Gibbs also spoke briefly to President Joe Biden during a meet-and-greet session. She used the opportunity to inform the First Couple of the conditions DoDEA employees work under, especially the hours of unpaid extra duty time DoDEA Americas educators are required by management to perform each academic quarter.

Individuals who are not working during government time, not located on government property and not using government-provided computers, e-mail or equipment may visit <https://educationvotes.nea.org/2021/06/11/stop-anti-labor-policies-in-department-of-defense-schools/> to lend their voice to the effort.

FEA-SR has already won an arbitration in which DoDEA was found to have acted unlawfully by unilaterally implementing a Master Labor Agreement on Stateside educators – including the unpaid extra hours – and was ordered to resume negotiation of a new agreement while the existing, legally-valid MLA remains in effect. At press time for the FEA Journal, FEA-SR was awaiting a ruling from the Federal Labor Relations Authority on DoDEA's appeal of arbitrator Orkin's decision.

FEA ELECTION 2022

NOTICE OF ELECTION For Election of Executive Officers

Winter/Spring 2022

In accordance with the provisions of the Department of Labor Rules and Regulations governing elections, notice is hereby given to all reported members that an election for the purposes of electing Executive Officers of the Federal Education Association is to be conducted in a secret ballot election by the members. Balloting will be done by mail during the months of January, February and March and must be received by the Washington office not later than March 28, 2022.

The officers to be elected to the following positions will serve a three-year term of office commencing on August 2, 2022, as stipulated by the FEA Constitution and Bylaws:

- **President**
- **Vice-President/Secretary-Treasurer**
- **Human and Civil Rights State Coordinator**
- **Education Support Professional (ESP) Coordinator**
- **NEA Director***

** The term of office for the NEA Director will commence on September 1, 2022, as stipulated by Rule 10 of the NEA Standing Rules.*

These officers will be elected by the worldwide active membership.

ATTENTION FRSs, LOCAL PRESIDENTS AND OTHER SCHOOL LEADERS:

Per FEA Election Guidelines, FEA Leaders are expected to post/distribute campaign materials received either by mail or e-mail in the same manner for all candidates.

Nominate Yourself or Someone Else for Office – Here's How

1. Determine the office or offices for which you want to run, or think of a fellow FEA Active Member you'd like to nominate
2. Fill out the appropriate nomination form (see page 7). There are separate forms for self-nomination and nominating another member
3. Mail or E-mail the nomination form (or forms, if you wish to make more than one nomination) to the Nominations Chairperson at the address on the form

Important Information for Candidates

1. Candidates can send one flyer to the FEA Washington office for posting on FEAonline.org. A candidate's flyer must be a maximum of one page (not double sided) and no larger than 8.5 by 11 inches and may not exceed 2 MB in file size. The deadline to submit flyers to the FEA Washington office is November 19, 2021.
2. Candidates will not ask for or utilize e-mail addresses received from FEA leaders, past and present, at any level of the Association.
3. Candidates can use their *PERSONAL* e-mail to correspond with and send election forms to the FEA Nomination Chairperson. The FEA Election e-mail address is: FEAelections@gmail.com. Candidates may forward their nomination forms, Official Acceptance and Biographical Information/Mailing Label and Mail Restrictions Forms, Campaign Flyer and Candidate Picture to this e-mail address. It is the candidate's responsibility to confirm this information is received by the Nomination Chairperson.
4. Please pay close attention to all deadlines. The nomination form deadline is **October 15, 2021**; the Official Acceptance and Biographical Information form is due **October 29, 2021**; and the deadline for campaign flyer and candidate photo is **November 19, 2021**.
5. Candidates **cannot** use the FREE MPS to send out campaign literature. Candidates may use the MPS only if appropriate postage is placed on each individual piece of mail. For more information, please see section C.1. of the FEA Election Procedures (available from your FRS or FEAonline.org).
6. The complete FEA Campaign Guidelines, Procedures, Nomination Forms and other election information are available at FEAonline.org

NOMINATION FORMS FOR FEA AT-LARGE OFFICER POSITIONS

Any FEA Active Member may use these forms to nominate herself/himself or another Active Member for office. Simply clip along the dotted line, fill out the necessary information, and mail or e-mail your form. You can also download nomination forms at feaonline.org. Be sure to use the appropriate form and mail or e-mail it to the Nominations Chairperson at the address below, prior to the October 15 deadline. E-mail messages sent without a completely filled out nomination form will not count as a nomination. **The use of government e-mail or other equipment for any FEA election activity is prohibited. If a nomination form is sent from a government e-mail address it will be considered invalid.**

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2021-2022 FEA ELECTION SCHEDULE

October 15, 2021

Deadline for receipt of Nomination Forms.

October 29, 2021

Deadline for receipt of Official Acceptance and Biographical/Mailing Label and Mail Restrictions Form.

On or Before November 12, 2021

FEA Administrative Office sends the list of candidates to the BOD, FRSS, and all candidates. Candidate list posted on the FEA website.

FEA Administrative Office sends all candidates notice of certification of their candidacy and election information.

FEA sends all candidates two sets of mailing labels for FEA leaders and guidelines for mailing campaign materials to leaders.

On or Before November 19, 2021

Deadline for receipt in FEA Washington office of Candidate Picture and Campaign Flyer.

Deadline for withdrawal of nomination if candidates do not wish to have their name printed on the ballot.

On or Before December 3, 2021

FEA Administration Office sends all candidates two sets of labels for the currently reported Worldwide membership and guidelines for mailing campaign materials to members.

December 13, 2021

Deadline to submit REVISED flyer if candidate was notified that their flyer did not meet guidelines.

January 10, 2022

Candidate flyers posted on FEA Website campaign page

On or Before January 14, 2022

FEA Administrative Office mails Sample Ballot Packet to FRSS, Local Presidents and Area Directors.

FEA Administrative Office mails Ballot Packets to active membership.

February 15, 2022

Local Presidents, FRSS and Area Directors may reproduce ballots for those members who have not received theirs.

March 28, 2022

Deadline for receipt of ballots.

March 29 and 30, 2022

Votes tallied.

March 30 or 31, 2022

Election results posted on FEA Web site within 24 hours of tally.

OFFICIAL OPEN NOMINATION FORM A

(Self-Nomination)

I, _____, do hereby nominate myself for
the office of

- _____ President
_____ Vice-President/Secretary-Treasurer
_____ Human and Civil Rights State Coordinator
_____ Education Support Professional (ESP) Coordinator
_____ NEA Director

Signature

Date

Mailing Address

Home Phone

Personal E-mail Address (non DoDEA)

Requirements set forth for BOD officers: Must be an Active member of FEA (either full-time, half-time or part-time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession.

MAIL THIS FORM TO: MICHAEL PRISER
NOMINATIONS CHAIRPERSON
5300 NE 82nd AVE. UNIT #419
VANCOUVER, WA 98662

OR SCAN AND E-MAIL IT TO: FEAElections@gmail.com

A backup copy may also be mailed to the FEA Washington Office;
Federal Education Association
ATTN: Elections
1201 16th Street NW, Suite 117
Washington, DC 20036

Backup copies may also be faxed to the FEA Washington office at 202-822-7867.

FORMS MUST BE RECEIVED BY OCTOBER 15, 2021.

OFFICIAL OPEN NOMINATION FORM B

(Nomination of Another FEA Active Member)

I, _____, do hereby nominate
_____ for the office of

- _____ President
_____ Vice-President/Secretary-Treasurer
_____ Human and Civil Rights State Coordinator
_____ Education Support Professional (ESP) Coordinator
_____ NEA Director

Signature

Date

Nominee's Mailing Address

Nominee's Home Phone

Personal E-mail Address (non DoDEA)

Requirements set forth for BOD officers: Must be an Active member of FEA (either full-time, half-time or part-time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession.

MAIL THIS FORM TO: MICHAEL PRISER
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Federal Education Association
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1201 16th Street NW, Suite 117
Washington, DC 20036

Backup copies may also be faxed to the FEA Washington office at 202-822-7867.

FORMS MUST BE RECEIVED BY OCTOBER 15, 2021.

Annual Meetings Again Held Online But FEA Board Meets In-Person

FEA and NEA again held their annual meetings online this summer, as COVID made travel difficult and large gatherings an uncertain proposition.

The FEA Board of Directors did meet in person (two members participated remotely) in Washington DC in late June and early July. It was the first in-person meeting of the FEA Board since November 2019. Board members also attended the online FEA Annual Membership Meeting June 28 and 29. The meeting was held via Microsoft Teams and was attended by approximately 50 members each day.

FEA's elected delegates to the NEA Representative Assembly participated in that meeting online between June 30 and July 3.

Both the FEA and NEA meetings are expected to take place in person summer 2022, in Dallas.

The 2022 FEA Annual Membership Meeting is scheduled to take place June 30 and July 1 at the Sheraton Dallas Downtown

The 2022 NEA Representative Assembly is scheduled to take place July 2-6 in Dallas



Mary Kusler from NEA Government Relations briefs the FEA Board of Directors on legislative happenings during the Board's Washington DC meeting this summer, the board's first in-person meeting since 2019.

Area Notices of Election for 2022 NEA-RA Delegate Positions

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Stateside Region** SY 21-22

The following time line will be utilized for NEA-RA Delegate Election from FEA-SR.

January 10, 2022 - Post information

February 4, 2022 - Nomination forms to be received by FEA-SR

February 14-18, 2022 - Election will occur

February 24, 2022 - Ballots should be collected from each school

March 4, 2022 - Ballots must be postmarked and mailed to FEA-SR

April 4, 2022 - Winners will be announced and submitted to NEA

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Europe** SY 21-22

October 13, 2021 - Nomination forms sent out

December 3, 2021 - Deadline for nomination forms received

December 8, 2021 - Announcement of candidates via update from area director

January 7, 2022 - Deadline to remove name from Ballot

January 26, 2022 - Unity mailed (electronically) with candidates information

February 8-10, 2022 - Ballots mailed to FRSs

March 18, 2022 - Deadline for 'Received by' ballots from schools

March 21-24, 2022 - Votes Tallied/Winners Announced immediately afterward

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Pacific** SY 21-22

RA Delegate Positions are considered District offices in the Pacific and will follow this procedure:

February 25, 2022 - Nomination forms will be distributed prior to the last Monday of February

March 4, 2022 - All nomination forms will be due by close of business the first Friday after distribution

March 11, 2022 - Ballots distributed prior to the second Monday of March

March 18, 2022 - Completed ballots returned prior to the close of business on the Friday concluding the 5-working-day balloting period

Union Member Rights and Officer Responsibilities Under the LMRDA and CSRA

The Labor-Management Reporting and Disclosure Act (LMRDA), which applies to the National Education Association and some NEA affiliates, and the Civil Service Reform Act (CSRA), which applies to members of FEA, guarantee certain rights to union members and impose specific responsibilities on union officers. The United States Department of Labor's Office of Labor Management Standards (OLMS) enforces many of the provisions of these laws, while certain provisions, such as the member bill of rights, may only be enforced by union members through private suits in federal courts.

The following is only a summary of the LMRDA and CSRA Standards of Conduct. A more detailed fact sheet from the U.S. Department of Labor's Office of Labor-Management Standards (OLMS), including contact information for OLMS, can be found at dol.gov/olms/regs/compliance/comp_pubs/LMRDAFactSheet2017.pdf

UNION MEMBER RIGHTS

BILL OF RIGHTS – Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues and assessments
- protection of the right to sue
- safeguards against improper discipline

COPIES OF COLLECTIVE BARGAINING AGREEMENTS – Union members and nonunion employees covered by the agreements have the right to receive and inspect copies of collective bargaining agreements.

REPORTS – Unions are required to file information reports, copies of constitutions and bylaws, and an annual financial report with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and are available from OLMS.

OFFICER ELECTIONS – Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

OFFICER REMOVAL – Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

TRUSTEESHIPS – Unions covered by the LMRDA may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA or CSRA.

PROHIBITION AGAINST DISCIPLINE – A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA or CSRA right.

PROHIBITION AGAINST VIOLENCE – No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA or CSRA rights.

UNION OFFICER RESPONSIBILITIES

FINANCIAL SAFEGUARDS – Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the NEA Constitution and Bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a federal crime punishable by a fine and/or imprisonment.

BONDING – Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

LABOR ORGANIZATION REPORTS – Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

OFFICER REPORTS – Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

OFFICER ELECTIONS – Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's request to distribute campaign material.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.
- allow candidates to inspect the union membership list once within 30 days prior to the election.

RESTRICTIONS ON HOLDING OFFICE – A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

LOANS – A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

FINES – A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

One Step Closer To “Smart LES”

FEA members in the Overseas bargaining unit are one big step closer to obtaining much clearer and more detailed explanations of their bi-weekly paychecks through a “Smart LES.”

The Federal Labor Relations Authority (FLRA) was forced recently to reverse its own earlier decision and now uphold the validity of an Unfair Labor Practice (ULP) charge FEA filed against DoDEA over the Smart LES.

The FLRA’s action was the result of a reversal and remand order from the Washington D.C. Circuit Court of Appeals, which ruled two years ago for the Association in a case brought forth by FEA Europe Attorney Bill Freeman.

The FLRA had initially ruled that a ULP the Association filed against DoDEA management over the Smart LES was untimely filed. But the Court of Appeals upheld FEA’s challenge in 2019 and ordered the FLRA to reconsider the case, resulting in the FLRA recently upholding the ULP charge against DoDEA it had originally rejected.

FEA’s ULP alleged that DoDEA management was in violation of multiple arbitrator rulings ordering the Agency to make improvements to the Leave and Earnings Statement (LES) provided to employees.

Since 2002, attorney Freeman has fought and won multiple arbitrations seeking to compel DoDEA to issue what has come to be called a “Smart LES” for the Overseas bargaining unit.

The Smart LES would provide employees with clearer information and

calculations for their pay and benefits than does the current Leave and Earnings Statement. The Association believes providing these details will help employees better understand their pay and benefits and help to identify pay problems and bogus debt allegations quickly, so they can be addressed – and hopefully corrected – much faster.

DoDEA has repeatedly refused to implement arbitrator rulings ordering the Agency to utilize the Smart LES. DoDEA’s actions led to the ULP that was incorrectly dismissed by the FLRA as untimely, followed by Freeman’s successful appeal of that dismissal to the Court of Appeals. It was that court’s reversal and remand order that the FLRA was required to act on this summer when it reversed itself to uphold the original ULP charge.

Freeman emphasizes there is still work to do, but he believes some version of an improved LES with a much better explanation of each bi-weekly paycheck is coming. Freeman said he believes this will be a huge step in fixing a pay system that has been broken for 30 years.

The Association is hopeful the development of this new LES for the Overseas bargaining unit will ultimately result in improvements for the Stateside unit as well, and possibly other sectors of DOD and the federal government. FEA will update members as work on the Smart LES progresses.

Thank you and congratulations to Bill Freeman for his YEARS of work on this issue!

Keep Your Records Straight



FEA strongly urges members to maintain complete records of all of their payroll and personnel information, in case you ever need it to combat a false debt notice or pay problem. To encourage members to do so, FEA created the above folders, which were sent to all schools with membership materials.

Find Help Navigating Student Debt Relief

NEA’s Student Debt Navigator helps student loan borrowers understand the federal Teacher Loan Forgiveness and Public Service Loan Forgiveness (PSLF) programs.

Public servants with at least 10 years of service, including DoDEA teachers, may be eligible for assistance through the PSLF program.

Association members may be eligible for up to one year of free access to the Navigator’s premium service, which provides technical support from student loan experts at Savi, a social impact technology company working to solve the student loan debt crisis. Savi’s experts can answer questions and help Association members file loan forgiveness applications.

Learn more and find out if you’re eligible for a year of free access by going to neamb.com/GetNavNEA

More information on the PSLF program and how NEA can help members is available at nea.org/your-rights-workplace/fair-pay-benefits/student-debt-support

EEL Insurance: A Valuable Benefit of NEA Membership

In your work as an educator you are frequently exposed to situations that may give rise to legal actions which can involve your personal liability. If a student or a student's parents file suit against you, the NEA Educators Employment Liability (EEL) policy will provide you with insurance for the vast majority of cases. The program also reimburses you for damage to your personal property in assault-related incidents.

The NEA EEL Program is a professional liability insurance program provided by NEA as a benefit of membership. Among the benefits all Association members receive through the program:

- Payment of court-ordered civil liability up to \$1 million, such as damages assessed against you. (Subject to \$3 million per occurrence aggregate for all claims.)
- Payment of legal costs up to \$3 million per member per occurrence for claims in defense of civil proceedings. (Lower limits apply for proceedings on civil rights issues or claims.)
- Reimbursement of attorney fees and other legal costs up to \$35,000 is available if you are charged with violating a criminal statute in the course of your employment as an educator and you are exonerated from the charges.

You must be a member of the Association at the time an incident occurs to be considered for coverage and some activities are excluded. Ask your building rep for a copy of the EEL Questions and Answers brochure (shown in the image to the right) or go to nea.org/resource-library/educators-employment-liability-program for more information about NEA's professional liability insurance provided automatically to all Association members.

Certificate of insurance

Federal Education Association National Education Association Educators Employment Liability Insurance

Insured by: Nautilus Insurance Company. THIS IS NOT AN INSURANCE CONTRACT. THIS IS A SUMMARY FOR GENERAL INFORMATION PURPOSES. CONTACT YOUR STATE ASSOCIATION FOR TERMS AND CONDITIONS OF COVERAGE.	Participating unit: Federal Education Association Address: 1201-16th St NW, Ste 117 Washington, DC 20036 Insured: NEA Members as defined in Part II(H)
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Policy number: NEA_FEA0001_P-10

Policy period: This policy applies to occurrences which take place during the twelve month period starting at 12:01 AM 09/01/21 and expiring at 12:01 AM 09/01/22

Coverages & limits of liability

- Coverage A — Educators liability
 - \$1,000,000 per member per occurrence not to include any civil right issues or civil rights claims
 - \$300,000 per member per occurrence for civil rights issues or civil rights claims and not to include any other claims
 - \$3,000,000 per occurrence aggregate for all claims, including civil rights and civil rights claims
- Coverage A — Legal defense cost limits
 - \$3,000,000 per member per occurrence not to include any civil right issues or civil rights claims
 - \$9,000,000 per occurrence aggregate for all claims not to include any civil right issues or civil rights claims
- Coverage B — Reimbursement of attorney fees for defense of a criminal proceeding
 - \$35,000 per criminal proceeding
- Coverage C — Bail bond
 - \$1,000 per bond
- Coverage D — Assault-related personal property damage
 - \$500 per assault
- Coverage E — Medical and related arts
 - \$1,000,000 per member per occurrence, subject to a \$3,000,000 limit per occurrence

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Consider eDues Option for Paying Association Dues

Returning FEA members have the option to pay their Association dues by Electronic Funds Transfer (EFT) or Credit Card, in addition to the existing options of Payroll Deduction or payment by check.

By going to feanonline.org/membership/e-dues/, existing members of the Association can access the NEA eDues system, which allows you to sign up for the EFT or Credit Card option.

Switching to eDues is completely optional. Any member currently on Payroll Deduction will remain on that payment method unless they take action to switch.

Those who do make the switch from Payroll Deduction to eDues will need to submit form SF-1188 in order to end their Payroll Deductions. Signing up for eDues via the NEA system will not automatically end your Payroll Deductions, since the two systems are completely separate.

Dues amounts for members at a given location will be the exact same regardless which payment method they select. Those who choose to switch to EFT payments will have the option of paying in installments of the same amount and on a similar schedule as those at their Local who pay by Payroll Deduction.

They may also choose a one-time, lump sum EFT payment. All Credit Card payments must be for the member's full annual dues; no installment option is available for those who pay by Credit Card.

Because of transaction fees charged to the Association by credit card companies, members who choose to switch to eDues are encouraged to pay by EFT rather than Credit Card, if at all possible.

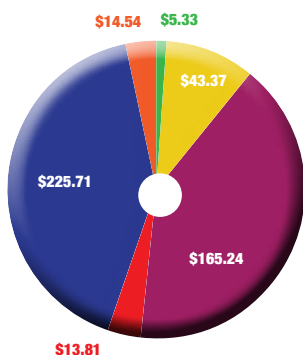
At this time, eDues is available only to individuals who were members of FEA throughout the 2020-2021 school year. The system is not configured to enroll brand new members of the Association.

Breaking Down Your FEA/NEA Dues

Breakdown of the \$468 FEA Dues for 2020-2021*

FEA State Dues in SY 2020-2021 were \$468, equal to one percent of the salary figure for BA Step 1 on the DODDS teacher salary schedule the previous school year.*

From that \$468 amount, funds used to support the FEA Headquarters operating budget, averaged across all three FEA Areas, were \$242.29.



Professional Services \$14.54
Negotiations, arbitrations, insurance and outside legal assistance when necessary.

Communications/Publications \$5.33
FEA Journals and other publications, BOD minutes, FEA Web site and social media.

Governance \$43.37
Expenses for At-Large officers, FEA BOD meetings, elections, funding for state delegates to the FEA Annual Membership Meeting/NEA convention, training for FEA leaders, and benefits and expenses for the FEA President.

Personnel \$165.24
Salary, benefits, and expenses for the staff in the FEA Washington office.

Administration \$13.81
Office equipment, maintenance and supplies. It also includes audit services, legal publications, and membership promotional items.

Average Area Dues Allocation \$225.71
These funds remain in the individual FEA Areas (Stateside, Europe, Pacific) to support their operations. The figure is the average amount across all three FEA Areas. In addition, a portion of local association dues is returned to the region. Local association dues do not come to the FEA Headquarters office.

Breakdown of the \$200 NEA Dues for 2020-2021*

NEA, the National Education Association, is the parent organization of FEA. There are also NEA affiliates in all 50 U.S. states. The NEA is America's leading proponent of quality public schools and a quality education for all children.

Increase Educator Voice, Influence, and Professional Authority \$5.11
Develop and sustain effective structures, processes, and leaders to increase educator influence in decision-making at work site, district, state, and national levels.

Recruit and Engage New and Early Career Educators \$4.63
Identify, recruit, support, and engage new educators in our Association, and connect them with opportunities for professional learning, leadership and advocacy.

Advance Racial Justice in Education \$7.47
Support members in advancing racial justice in education and improving conditions for students, families, and communities through awareness, capacity-building, partnership, and individual and collective action.

Support Professional Excellence \$12.96
Build a system of Association-convened, educator-led professional learning and supports for all educators across their career continua to ensure student success.

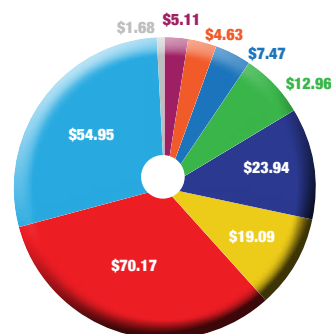
Secure the Environment to Advance the Mission of the NEA and its Affiliates \$23.94
Use all available means, including organizing, legal, legislative, electoral, and collective action, to secure the environment necessary to protect the rights of students, educators, and the future of public education.

Legal and Insurance Support \$19.09
Implement advocacy programs for members including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability Insurance, and a 1 million dollar per member Educators Employment Liability insurance program.

Enhance Organizational Capacity \$70.17
Develop and leverage the collective organizational capacity across our Association that is necessary to advance the mission of the NEA and its affiliates, with particular focus on organizing, technology, fiscal health, leadership development, and internal and external partnerships.

Enterprise Operations \$54.95
Ongoing functions across the enterprise that support the strategic objectives, build lasting strength, and sustain the organizational infrastructure.

Contingency \$1.68
Provide funding for emergencies at the national, state, or local levels.



No dues dollars are used to support NEA Member Benefits programs

*2020-2021 figures are used because they were the most current numbers available at the time this publication went to press.

FEA-Retired Recognized for Membership Growth

FEA-Retired had the **highest percentage of membership growth** among all NEA state affiliates in the past year, earning our Retired program recognition during this summer's NEA-Retired Annual Meeting.

Membership in FEA-Retired grew **more than 7 percent** between 2020 and 2021. Retired membership in FEA stands at **637 members** as of July.

FEA-Retired was also recognized at the NEA-Retired meeting as the first runner up for best electronic newsletter serving retired members of the Association.

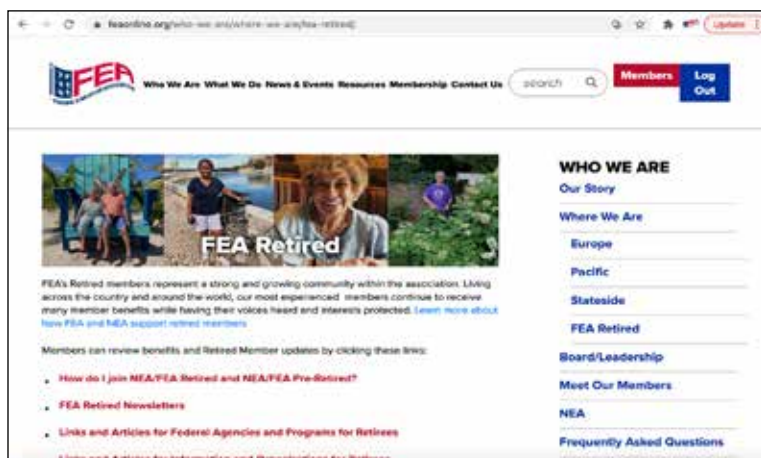
Credit for the awards goes to **FEA-Retired member Michael Priser**, who obtained grant funds from NEA to promote Retired membership over the past year. Priser also writes the FEA-Retired e-newsletter, which is sent to all Retired members for whom we have personal email addresses.

Congratulations and great work Michael!

Where to Find Retired Info on New FEA Web Site

The revamped FEA Web site has two pages where Retired members can find information specifically for them.

Go to feasonline.org/who-we-are/where-we-are/fea-retired/ or to feasonline.org/what-we-do/retirement/ and you'll find links to the FEA Retired newsletter and various retirement resources. You can also learn how to join FEA Retired and the benefits of Retired membership.



Flexible PD Options That Fit Your Schedule

FEA members have access to exclusive professional development courses, including many from the National Education Association. Many of these resources can be completed at the time of your choosing and online.

- **NEA's Professional Excellence Learning Portal** (<https://neapartnera.learnapon.com>) is an online platform where members can take a variety of professional development courses. A recent course is **Leadership Development 102: A Strategic Approach to Leadership Development** (<https://neapartnera.learnapon.com/catalog/courses/1215203>) where you will learn how to use NEA's NEA Leadership Competency Framework to grow as an education leader. It is advisable to take the 101 foundations course beforehand.
- **NEA Micro-credentials** (MC) are short, online, competency-based recognitions focused on educator professional growth. Grouped in topic 'stacks' such as Family Engagement, Bully Free Schools, and Leadership in Organizing, MCs are a flexible and convenient way to be the best educator you can be. Learn more at: <https://www.nea.org/professional-excellence/professional-learning/micro-credentials>.
- The **NEA Early Career Learning Lab** is a professional learning program developed to support early career educators around problems of practice. (<https://www.nea.org/professional-excellence/professional-learning/teachers/learning-labs>)
- Connect with FEA and NEA members from around the world. Access the members-only platform **NEAEdCommunities** (<https://www.myn360.org>) to share your favorite classroom best practices (or learn new ones), join a book club, and connect with NEA members from around the world. Popular groups include the Mindful Educators book club, and the Empowered Educators and Equity in Education discussion groups. Use your NEA Member account to login and search for 'Federal Education Association' to join the FEA group chat.
- **NEA Resources for Teaching Financial Literacy** (<https://www.nea.org/professional-excellence/student-engagement/tools-tips/resources-teaching-financial-literacy>) include lessons, activities, learning games & other resources to help students gain the knowledge and skills they'll need to manage their financial resources effectively throughout their lives. Published June 2021.

View more professional development resources in **FEA's Professional Development Center** (<https://www.feasonline.org/pd-center/>).

Note that courses do not guarantee credit for DoDEA recertification or pay increases.



Giving educators the SUPPORT THEY DESERVE

At NEA Member Benefits, we know educators live busy lives — at school and at home. That's why we're here to give you travel discounts, budget tips, retirement advice and help researching and choosing the right financial and insurance products. **More than what you need, it's what you deserve as a member.**

PERSONAL FINANCE



Get expert tips to make your money go further now — and years from now. Take the **Are You Financially Fit?** quiz, get insights about credit and debt consolidation and find creative ways to **Survive the Summer Paycheck Gap**.
► neamb.com/personal-finance

Consolidate Debt Today: Take advantage of no processing fees and low, competitive rates with the NEA Personal Loan*.
► neamb.com/personal-loan

Our Lowest-Rate Card: Save on interest charges with the NEA RateSmart® Card.¹
► neamb.com/ratesmart

Earn Rewards With Every Purchase: Choose a card that earns cash back with The NEA® Customized Cash Rewards Card.¹
► neamb.com/cashrewards

NEW Put Your Money to Work: Discover a unique combination of banking and investing with an NEA Smart Money Account.
► neamb.com/smartmoney

TRAVEL & VACATIONS

Your dream vacation may be within reach — check out these **8 Little-Known Vacation Deals for Teachers**. And, since museum tickets and admission to parks and attractions can really add up, make your vacation dollars go even further with **100 Free Attractions in Top U.S. Cities**.
► neamb.com/travel-and-vacations

Plan Your Perfect Getaway: Use NEA Travel to book hotels, car rentals, airfare, resorts, guided tours and cruises at amazing low prices.
► neamb.com/travel

EVERYDAY DISCOUNTS



Being smart with money isn't an option for educators — it's a way of life. That's why we offer a variety of ways to stretch your dollar. Try **Your Month-by-Month Smart Shopping Guide** and get helpful money-saving tips each month.
► neamb.com/everyday-discounts

NEW Find the Best Deals: The NEA Discount Marketplace includes exclusive online shopping deals on everything from dining certificates and clothing to housewares and electronics.
► neamb.com/discountmarketplace

NEW Make Large Purchases Now: Use NEA Easy Pay for interest-free payment plans, member-only pricing and special flash sales.
► neamb.com/easypay

NEW Save on Office Products: Save up to 75 percent on office furniture, supplies, electronics and more with the NEA Office Depot/OfficeMax Discount Program.
► neamb.com/office

YOUR HOME

School may be your second home, but NEA is here to help you take care of your first one, too. If you're just starting out, know the **5 Things Not to Do Before Applying for a Home Loan**. Already a homeowner? Be sure you have the **Right Homeowner's Insurance** to protect your property. ► neamb.com/your-home

Save an Average of \$423 per Year: Members save big with NEA® Auto & Home Insurance provided by California Casualty.²
► neamb.com/autohome

YOUR CAR

When it's time to buy and insure a vehicle, we're here to help make the process easier. See **Why Our Auto Insurance Is Different**. If you do your homework, you may be able to earn extra credit ... in the form of savings. ► neamb.com/your-car

Average Member Discount of \$3,125: With the NEA® Auto Buying Program, members regularly see big savings off the MSRP.³ ► neamb.com/autobuying



LIFE INSURANCE PROTECTION



The thought of life insurance may seem daunting, but at NEA Member Benefits, we have the tools and advice to make getting the right life insurance easy. Our **Insurance Calculators** can help you determine the amount of coverage you may need. Plus, put your knowledge to the test by reading the **6 Myths About Life Insurance**.
► neamb.com/life-insurance-protection

Help Protect Those You Love:

Choose from a range of quality life insurance plans, all at member-only group rates.⁴ ► neamb.com/lifeinsurance



STUDENT LOAN DEBT

If you're weighed down by massive school loans, find out: **Are You Eligible for Student Loan Forgiveness?** See if relief might be in your future. For more help, learn the **4 Things Educators Need to Know About Student Loans**.
► neamb.com/student-loan-debt

Take Control of Your Student Debt: The NEA Student Debt Navigator powered by Savi can help you determine your eligibility for student loan forgiveness, potential savings and more.
► neamb.com/loanforgiveness

RETIREMENT PLANNING

Being in education comes with unique considerations regarding retirement. Consult **An Educators' Guide to Retirement Income Planning** for an overview on your options. And, since educators retire earlier, on average, than other professionals, planning earlier is better — learn **Why You Should Start Saving Early**.
► neamb.com/retirement-planning

Manage Retirement Savings & Income: Plan with the NEA Retirement Program. There are a variety of options that can help you protect retirement savings or create a reliable income stream.
► neamb.com/retirement-program

Choose Your Own Doctor: The NEA® Retiree Health Program (to supplement Medicare) has options at member-only group rates and no provider lists.^{5,6} ► neamb.com/rhp

Stay in the know

We've gathered the six simplest ways to keep on top of your benefits. neamb.com is the place to start.

- 1 **Register for benefits** at neamb.com/sign-me-up
- 2 **Register a beneficiary** for your no-cost-to-you NEA® Complimentary Life Insurance* coverage to let us know where you want your benefits to go: neamb.com/comply
- 3 **Sign up for NEA Travel** to browse deals on hotels, resorts, cruises and more. Receive \$500 Travel Dollars* the first time you use it: neamb.com/travel
- 4 **Try the NEA Student Debt Navigator powered by Savi** and find out how much you could save on your student loans: neamb.com/loanforgiveness
- 5 **Subscribe to free newsletters** filled with helpful tips and solutions at neamb.com/newsletters
- 6 **Follow us on social** (@NEAMemberBenefits on Facebook | @NEABenefits on Twitter)

PAYING FOR COLLEGE



Before you settle on options for paying for college, read **Student Loans: What to Know Before You Borrow**.
► neamb.com/paying-for-college

Fund Your Education: The NEA Student Loan Program provides undergraduate, graduate and parent loans as well as perks such as flexible payment options.
► neamb.com/studentloan

FAMILY & WELLNESS

There's more to keeping your family healthy than eating well and exercising. You need a well-rounded approach that involves everything from learning the **6 Injuries and Illnesses Covered by NEA Income Protection** to considering **5 Smart Reasons to Buy Pet Insurance**.
► neamb.com/family-and-wellness



Enjoy Hassle-Free Health Benefits: Get affordable access to dental and vision care with the NEA® Dental and Vision Insurance Program.
► neamb.com/dentalvision

NEW Get the Care You Need: The NEA Mental Health Program can provide clinically-validated tools for stress, anxiety, depression or whatever you're going through.
► neamb.com/mentalhealth

neamb.com
Member Benefits

No dues dollars are used to market NEA Member Benefits programs. Some programs are not available in all states. NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA Member Benefits.

¹For information about the rates, fees, other costs and benefits associated with the use of these credit cards, please visit us online at www.neamb.com/finance/credit-cards. These credit card programs are issued and administered by Bank of America, N.A. ²The NEA® Auto & Home Insurance Program is provided exclusively by California Casualty. Insurance products listed are subject to availability and eligibility. ³Between 1/1/20 and 12/31/20, the average savings off MSRP experienced by consumers who connected with a TrueCar Certified Dealer through the NEA Auto Buying Program and who were identified as buying a new vehicle from that Certified Dealer was \$3,125. Your actual savings may vary based on multiple factors, including the vehicle you select, region, dealer, and applicable vehicle-specific manufacturer incentives, which are subject to change. The MSRP is determined by the manufacturer and may not reflect the price at which vehicles are generally sold in the dealer's trade area, as many vehicles are sold below MSRP. Each dealer sets its own pricing. ⁴NEA Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. 1047611-00001-00 ⁵Provided by the NEA Members Insurance Trust. ⁶Your rate depends on your particular circumstances; not all members will save. ⁷Travel Dollars not applicable to airfare. You will receive \$100 Travel Dollars once you complete the flight.

Facebook /neamemberbenefits Twitter @NEABenefits Call 1-800-637-4636 (se habla español) Visit neamb.com (live chat available)

Notice for Members Wanting to Cancel Dues Deduction

If you are a current FEA member who paid your SY 20-21 dues via payroll deductions and you wish to end those dues deductions for SY 21-22, you must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location. This should be done at the start of SY 21-22.

In Stateside, the forms should be submitted to the Customer Service Representative (CSR) at your District Office. In Europe and the Pacific, submit the form to the Area membership processor. Your FRS will have contact info for that person. The SF 1188 form is available from your school secretary or the CSR.

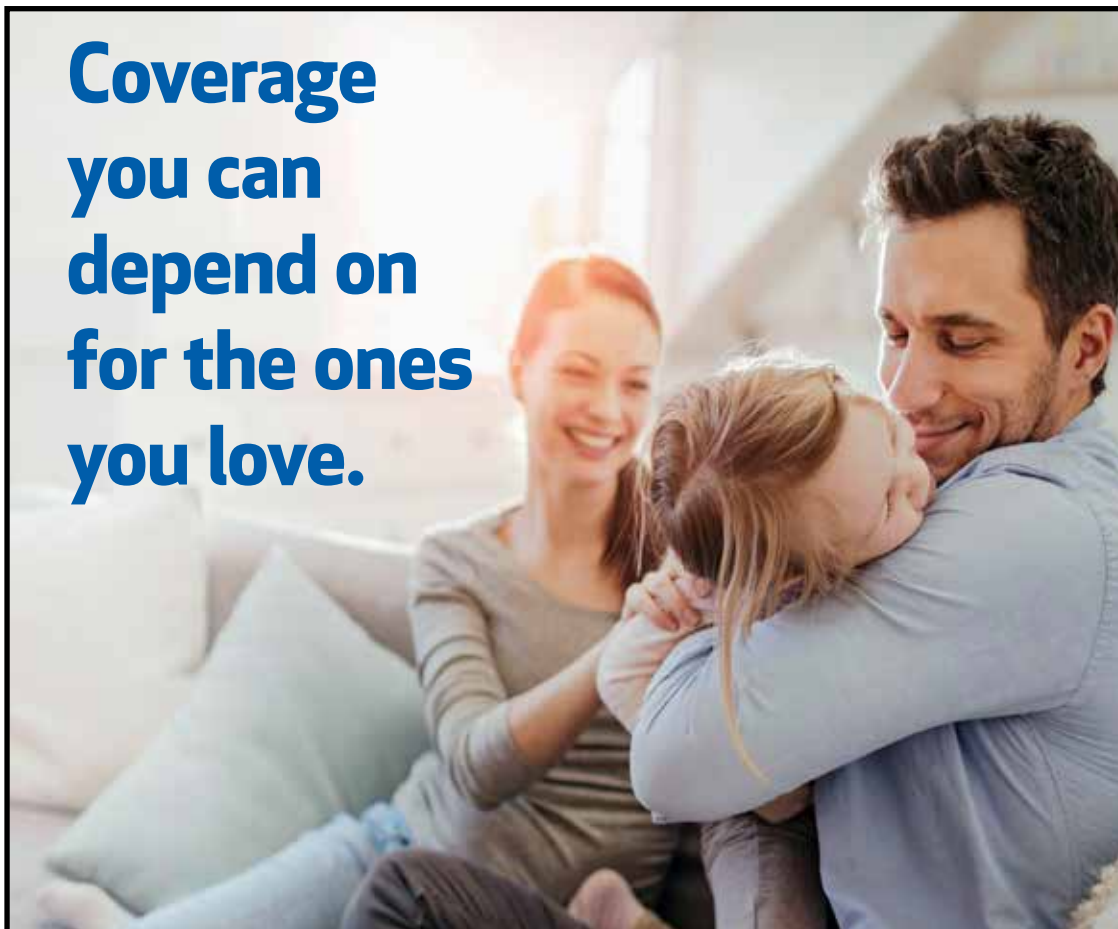
Only returning members who wish to end payroll deductions in SY 21-22, whether to terminate their membership or to switch to another payment method, need to take this action. Employees who retired/separated from DoDEA at the end of SY 20-21 and were on payroll deduction do not need to do anything, since your pay has ended. If you paid via eDues last year, see the information in the next column.

To ensure you are complying with all local requirements, please check with your FEA building representative about this procedure.

Members who paid SY 20-21 dues by EFT or Credit Card and wish to end those payments for SY 21-22 should send a message to ghritz@neab.org informing us of your desire to do so. This includes members who retired/separated at the end of SY 20-21. Failure to notify FEA will result in you being billed SY 21-22 dues.

Please note if you wish to halt payroll dues deductions for SY 21-22 in order to switch to EFT or Credit Card payments via the e-Dues program: ending payroll dues deductions does not automatically enroll you in e-Dues. To remain an Association member in SY 21-22 you would need to enroll in the e-Dues program in addition to submitting an SF-1188 to end payroll deductions. Information on how to enroll in eDues is available at feonline.org/membership/e-dues/

Coverage you can depend on for the ones you love.



As an eligible NEA member,* you've got the protection of **NEA Complimentary Life Insurance**, issued by **The Prudential Insurance Company of America** — but you should name a beneficiary to make sure your loved ones are covered. Go to neamb.com/free-tote and register your beneficiary to get this **FREE** tote. Or call **1-855-NEA-LIFE (632-5433)** and mention offer code: **TOTEBAG**

nea *Members*
Insurance Trust



Visit neamb.com/protect to learn about all the solutions available to help meet your insurance needs.

*Visit us online or call for eligibility requirements.
NEA Members Insurance Trust is a registered trademark of the NEA Members Insurance Trust.
NEA Complimentary Life Insurance is issued by The Prudential Insurance Company of America, Newark, NJ.
0302614-00002-00

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Questions About NEA Member Benefits? Call or Go Online!

The NEA Member Benefits program provides many programs and services to FEA members. Please contact Member Benefits with questions about any of their services using the following toll-free numbers in applicable areas:

Stateside

1-800-637-4636

Overseas

First dial the AT&T Direct Access Code

In **Germany** and **UK**
0800-2255288

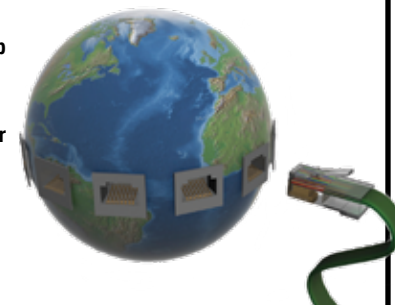
In **Japan**
00539-111

Then dial Member Benefits at

800-893-0396

And don't forget the Member Benefits Web site. You can access information on all of NEA-MB's programs, get current rates on CDs and investment funds, and sign up for other services.

www.neamb.com



The **JOURNAL** is a publication of the Federal Education Association. Contributions, letters, photographs and other submissions to the **JOURNAL** are welcome and should be sent to the address below.

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FIRST CLASS MAIL



Use this ID Number to Log in
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FIRST CLASS MAIL

FEA Web Site Gets A New Look

FEAonline.org has been completely redesigned. Here are some features of the new site.



New look on Home page and throughout site



Key Issues page lists latest news by topic

Mobile-friendly design

visit the new FEAonline.org