



JOURNAL

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Members Elect Five To At-Large Offices

The FEA Worldwide membership elected the following individuals to At-Large seats on the FEA Board of Directors.

FEA PRESIDENT -
Brian Chance

FEA VICE PRESIDENT/SECRETARY-TREASURER -
Anita Lang

NEA DIRECTOR FOR FEA -
Chad Jimison

HUMAN AND CIVIL RIGHTS COORDINATOR -
Michael Johnson

EDUCATION SUPPORT PROFESSIONAL COORDINATOR -
Teresa Brown

Each was elected to a three-year term beginning August 2, 2022 (NEA Director begins September 1).

See the tally for each At-Large officer vote, page 4

DoDEA Failed to Bargain Overseas Contract Fairly, Arbitrator Rules Orders Both Sides To Begin Again On Negotiating New Pact

An arbitrator's ruling this spring that DoDEA committed an Unfair Labor Practice by engaging in bad faith bargaining on a new Overseas negotiated agreement is a major victory for FEA members and supporters of fair labor-management relations throughout the federal sector.

Arbitrator Charles Feigenbaum, in a ruling issued April 25, upheld FEA's charge that DoDEA committed an Unfair Labor Practice by not bargaining in good faith over terms of a new Overseas contract.

The allegation stemmed in part from the Agency's adherence to three Executive Orders (EOs) issued in 2018 by the Trump White House. The EOs directed federal agencies to take anti-union/anti-employee positions on several topics, including grievance procedures and Official Time for employee-elected union representatives.

Arbitrator Feigenbaum, in his ruling, cited "...instances of DoDEA positions which are clearly hardline, unbending, followings of directions from one or more of the EOs, and where the Agency was not acting in good faith."

The arbitrator ruled that DoDEA must sign and post a notice in Overseas schools acknowledging that it violated federal labor relations statutes. He also ordered FEA and DoDEA to return to the bargaining table and begin again on the negotiation process.

A decision by DoDEA on whether to appeal the arbitrator's ruling was pending at the time the FEA Journal went to press.

It is hoped the arbitrator's ruling will result in a more fair bargaining atmosphere for the new Overseas contract and set an example for other federal agencies.

"The parties to any negotiation are obligated to act in good faith and demonstrate an interest in reaching agreement," says FEA Executive Director/General Counsel Richard Tarr. "As determined by the arbitrator, by its uncompromising adherence to the Trump Executive Orders and other reasons, DoDEA failed to meet that standard."

The existing Overseas negotiated agreement bargained in 1989 remains the lawful contract for the Overseas bargaining unit, pending new negotiations.

**MORE ON THE OVERSEAS
CONTRACT RULING AND
POSSIBLE NEXT STEPS**

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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

Communicating Urgent Issues To DoDEA On Behalf of Educators

FEA representation involves filing grievances or defending members in certain legal cases where management's actions are inappropriate. FEA's team of UniServs does an amazing job of fighting for educators in this capacity.

There are also cases where FEA can quickly communicate to DoDEA that their processes are broken and affecting many educators. In my own experience as FEA President, I have learned how, with member assistance, I can collect and fast-track information straight to human resources offices at DoDEA HQ on the urgent and widespread problems our educators face.

One recurring issue we have been able to work on is wide scale pay problems that affect so many of our educators. Last summer, many members informed FEA of pay issues regarding EDA/EDC. Other members requested assistance with Academic Salary Lane changes not being properly processed, leading to alleged debt or incorrect TSP contributions. After educator information and their concerns were elevated up the FEA chain to me, I would collect and forward all to management so resolutions could come in a timely manner.

At times members contact FEA with urgent travel difficulties, perhaps related to Renewal Agreement Travel (RAT) or Permanent Change of Station, which they cannot resolve with management on their own. In summer 2021, dozens of educators informed us they could not get their flights or vouchers approved, causing stress during a time intended for rest and recovery. With the help of FRSs and other staff, we were able to compile and forward these complaints to management and help get urgent issues resolved.

Being in the Washington, D.C., office and Eastern time zone allows me to meet in-person with agency staff to coordinate on issues our educators face. This winter I met in-person with the DoDEA staffer working on excess placements to ensure they had the correct placement requests from all FEA members. Every day I respond to individual members over email and I am in continual contact with DoDEA HQ to resolve issues.

Lastly, as an educator in contact with other educators, I often convey to management how much work a new DoDEA rule might require and



advocate for more time to complete additional tasks. This was the case when DoDEA recently announced that educators had only 30 days to remove files from their employee Google Drives, a tight deadline given to educators without the time to complete the task during the duty day. While I am still working on a resolution, this requirement has been paused at the time of this Journal printing.

The reason for emphasizing this is to remind members that FEA is here for you at many different levels in the Association, from your school FR or FRS, local and area leaders, UniServs, and staff here at FEA HQ. Also, part of the FEA President's role is to be a direct line between educators and DoDEA leadership so we can communicate urgent problems and needed solutions. If you have an issue, elevate it up the FEA chain as soon as possible, beginning with your FRS. Let FEA be your advocate and voice.

As always, thank you for your FEA membership and your hard work in educating the children of military and military-connected families this school year. I wish you a restful and enjoyable summer.



Association Business

Richard Tarr
FEA Executive Director

Finding Your Role In the Association

Thank you for all you continue to do for your students despite the challenges heaped on you by DoDEA, COVID and other sources. Heading into our summer break, it's worth taking a moment to reflect on your needs, as well those of your students and colleagues.

What is a recurring issue you see in your school or professional life? For example, are you lacking protective equipment in your classroom or school? Is school health and safety up to standard? Does your local association have no meeting space? Do new educators struggle with getting adjusted to their location and understanding the school system?

If you have or see an urgent problem, let your school FR or FRS know to see if they can assist or elevate the issue within the Association. FEA representatives and staff are there to support educators in any way possible.

However, consider unique ways you can be engaged in your school or local association, and what issues you

might be able to help with. Serving as FR or FRS may not be something you are interested in, but there are other ways you can engage. See if your FRS or local President has projects or initiatives you could assist with or take the lead on. Also, think of the issues or needs you see in your school or among your colleagues, consider what tasks you enjoy taking on and brainstorm creative ways you can play an active role in tackling that issue.

If you enjoy planning events, helping to organize union meetings could be your niche. Perhaps you are friends with a restaurant owner who would be willing to give your local association a good deal to host a get-together to recruit new members, or maybe host a new educators meeting at the start of the next school year.

If you enjoy helping new educators, maybe you can share your expertise in filling out vouchers properly. Perhaps you are proficient in the local language and can help the FRS or staff navigate local matters or understand customs.

Maybe you can put together a local guide of restaurants, stores and other places that would be helpful to new educators.

If your school's health or safety appears to be lacking, consider speaking with your FRS about possibly coordinating an initiative around this issue. Perhaps you could speak with other educators and collect data on issues they have seen in their classes and work areas.

There is a space for all FEA members to be leaders in their own way. By finding a niche issue you can assist with, you will likely ease burdens on the FR and FRS while building a sense of community and solidarity in your school.

The power of our Association reflects how much we support and coordinate with each other at all levels. FEA is your Association and needs your engagement. Find your role in FEA and use your unique skills to contribute to positive change.

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

FEA At-Large Board Officer Election Results

Ballots for the election of At-Large Officers on the FEA Board of Directors were counted in Washington DC on March 29, 2022.

The tally for each office is shown on this page.

The full election tally report can be found at

<https://www.feaonline.org/wp-content/uploads/2022/03/tally-report-2022.pdf>



Chance

FEA PRESIDENT				
	EUROPE	PACIFIC	STATESIDE	TOTAL
Brian Chance	231	251	145	627
Write Ins	2	1	1	4
Abstentions	6	8	10	24
Invalids	0	0	0	0
TOTAL	239	260	156	655

BALLOTS CAST BY AREA

	<u>Valid</u>	<u>Invalid</u>	<u>Total</u>
Europe	239	2	241
Pacific	260	8	268
Stateside	156	4	160
TOTAL	655	14	669



Lang

VICE PRESIDENT/SECRETARY-TREASURER				
	EUROPE	PACIFIC	STATESIDE	TOTAL
Anita Lang	233	250	147	630
Write Ins	2	2	1	5
Abstentions	4	8	8	20
Invalids	0	0	0	0
TOTAL	239	260	156	655



Jimison

NEA DIRECTOR FOR FEDERAL				
	EUROPE	PACIFIC	STATESIDE	TOTAL
Stephen James	124	48	78	250
Chad Jimison	115	210	73	398
Write Ins	0	1	0	1
Abstentions	0	1	5	6
Invalids	0	0	0	0
TOTAL	239	260	156	655



Johnson

HUMAN AND CIVIL RIGHTS COORDINATOR				
	EUROPE	PACIFIC	STATESIDE	TOTAL
Michael Johnson	231	250	146	627
Write Ins	3	2	0	5
Abstentions	5	8	10	23
Invalids	0	0	0	0
TOTAL	239	260	156	655



Brown

EDUCATION SUPPORT PROFESSIONAL COORDINATOR				
	EUROPE	PACIFIC	STATESIDE	TOTAL
Teresa Brown	235	251	152	638
Write Ins	1	0	0	1
Abstentions	3	9	4	16
Invalids	0	0	0	0
TOTAL	239	260	156	655

Application Deadline Approaching For Student Loan Forgiveness

In 2021 the Department of Education announced a change to the Public Service Loan Forgiveness (PSLF) program rules for a limited time, allowing many borrowers to receive credit for past payments made on loans that would otherwise not qualify for PSLF. The deadline to apply for the limited waiver is October 31st, 2022.

Several members have informed FEA that they have received forgiveness. One such member recently shared the story of their initial PSLF difficulties and the forgiveness due to the waiver:

"I had originally taken out \$43k in student loans to earn my degree. Despite never missing a payment, due to interest and the greed of loan service companies, my loans eventually turned into a massive \$136k amount. Having this financial burden was very stressful for me. After 10 years of payments, I applied for Public Service Loan Forgiveness but did not qualify because I had rounded my payments up by pennies, so these were no longer considered qualifying payments, but rather considered as being "paid ahead". This was never explained to me no matter how many times I called. This went on for years, lengthening my 10 years of payments into many more.

"After the Department of Education's PSLF waiver was implemented in October 2021, I applied for it and soon received forgiveness of the \$136k remaining balance. This was like winning the lottery to me. It has reduced my financial stress, allowed me to buy a home of my own and to now help my children with their college tuition. It has made such a positive change in my life!"

Under the prior system, an educator could make 120 payments on their FFEL (Federal Family Education Loan) or Perkins loan and none of those payments counted toward forgiveness, leading to 98% of applicants being denied. The overhaul announced in early October addresses several of these problems and could potentially transform many educators' lives:

1. Previous payments made to FFEL and Perkins loans will now count toward the 120.

- 2. Previous payments made outside of Income-Driven repayment plans will count.**
 - 3. The Department of Education will now take a liberal definition of payment and will now credit some late payments and payments that were off by a few cents.**
- To Receive PSLF during the Limited Waiver, you need to show that you:
- 1) Worked full-time for 10 years for a "Qualifying Employer";**
 - 2) Have federal student loans; and**
 - 3) Made 120 "Qualifying Payments"**

The Limited Waiver expires on October 31, 2022. Everyone who hopes to receive PSLF, even in the future, should submit a PSLF application before October 31, even if they haven't made 120 payments yet. Submitting a PSLF application before October 31 will ensure you receive the maximum number of payments credited towards your PSLF-required count of 120.

FEA recommends members who this affects take these actions as soon as possible:

- Visit <https://studentaid.gov/pslf/>, log in with your Federal Student Aid (FSA) ID (or create an account if you do not have one), and make sure your contact information is correct because the Federal Student Aid office may start communicating with you directly. At that site you will also find an FAQ and the PSLF Help Tool, which generates a PDF of your application for the waiver. Read instructions carefully.

- **Get free assistance from Savi**, a service that assists with options to manage student debt. All NEA members receive one year of free access. Learn more at neamb.com/GetNavNEA

FEA is thankful for the NEA for their relentless, years-long effort in advocating on behalf of educators for changes to the PSLF program. Our members have long struggled with getting the forgiveness they deserve.

It's Not Just Educators Who Qualify For PSLF

Because many FEA members have spouses and family members with student loan debt, we want to remind you that debt relief also applies to other professions outside of education.

Qualifying employment for the PSLF Program isn't about the specific job that you do for your employer. Instead, it's about who your employer is. Employment with the following types of organizations qualifies for PSLF:

- Government organizations at any level (U.S. federal, state, local, or tribal) – this includes the U.S. military
- Not-for-profit organizations that are tax-exempt under Section 501(c)(3) of the Internal Revenue Code
- Serving as a full-time AmeriCorps or Peace Corps volunteer also counts as qualifying employment for the PSLF Program.

The following types of employers don't qualify for PSLF:

- Labor unions
- Partisan political organizations
- For-profit organizations, including for-profit government contractors

Contractors: You must be directly employed by a qualifying employer for your employment to count toward PSLF. If you're employed by an organization that is doing work under a contract with a qualifying employer, it is your employer's status—not the status of the organization that your employer has a contract with—that determines whether your employment qualifies for PSLF.

Other types of not-for-profit organizations: If you work for a not-for-profit organization that is not tax-exempt under Section 501(c)(3) of the Internal Revenue Code, it can still be considered a qualifying employer if it provides certain types of qualifying public services.

Encourage those you know with student debt to learn more at <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

What Comes Next In The Effort To Craft A New Overseas Contract?

An arbitrator's ruling this spring that DoDEA failed to bargain in good faith on terms of a new Overseas negotiated agreement has added a new dimension to the negotiations process, though the course of events remained uncertain at the time this issue of the FEA Journal went to press.

The arbitrator held that DoDEA engaged in bad faith bargaining on the Overseas contract for several reasons, including DoDEA's adherence to a trio of anti-union/anti-employee Executive Orders issued by the Trump White House in 2018.

As a remedy, the arbitrator ordered DoDEA and FEA to rebargain the contract.

FEA stands ready to do so and looks forward to working with DoDEA management to craft an agreement that is mutually beneficial to the Agency and its employees – as well as to students' learning atmosphere – as has been the Association's intention throughout the process.

DoDEA management, however, has the option of appealing the arbitrator's decision. As this issue of the Journal went to press, DoDEA had not announced its decision about whether to appeal.

If it does appeal, the issue would be decided by the Federal Labor Relations Authority (FLRA), the members of which are named by the White House and approved by the Senate.

As of early May, the FLRA was awaiting the confirmation of a third member,

Remain Vigilant In Case Another Ratification Vote Becomes Necessary

Members of the Overseas bargaining unit are urged to monitor their personal email accounts over the summer in case it becomes necessary to hold a ratification vote on another DoDEA contract proposal.

While FEA hopes and expects that DoDEA will abide by the arbitrator's ruling ordering the two sides to begin anew on bargaining for the Overseas contract, there remains the possibility that a new tentative agreement could be reached, among other possibilities.

FEA and DoDEA were to meet with Federal Service Impasses Panel (FSIP) representatives in early May to seek resolution on an unsettled issue in the contract that was being negotiated before the arbitrator's ruling. However, FSIP has since informed the parties it would not rule on that issue at this time due to the arbitrator's ruling.

DoDEA does have the option of appealing the arbitrator's decision.

Should other outcomes occur, FEA would exer-

cise our members' right to hold a ratification vote on any subsequent agreement.

If it becomes necessary to do so, FEA would send notice of a ratification vote to the personal email on file for Overseas members. Members who have not received any email from FEA's Washington DC office in the past month (check your Inbox and Spam folders) should send their current personal email address to fea@feaonline.org.

Members are also urged to visit [feaonline.org](https://www.feaonline.org) frequently over the summer and/or follow us on Facebook or Twitter to stay informed of any developments with the Overseas contract in the months ahead.

FEA remains hopeful that DoDEA will abide by the arbitrator's ruling or, if it chooses to appeal that ruling, wait out the appeals process.

Should other potential outcomes take place, we urge Overseas members to be vigilant and be prepared to act quickly.

named by the Biden White House, to replace a member who is currently serving on an expired appointment.

It is FEA's hope that DoDEA will honor the arbitrator's ruling and quickly return to the bargaining table to begin work on a lawful agreement, free of the illegal conditions that were placed upon bargain-

ing by the Trump-era Executive Orders.

Those Orders placed restrictions on the bargaining positions federal agencies could take when negotiating on several subjects, including grievance procedures, Official Time for union representatives, and the use of government facilities by employee unions and their representatives.

If DoDEA chooses not to appeal, negotiations could restart at any time. FEA's bargaining team remains in place and stands ready when called upon to continue its work representing the interests of Overseas bargaining unit members and their students.

FEA members are encouraged to read the full arbitrator's ruling at

<https://www.feaonline.org/wp-content/uploads/2022/04/DoDEA-FEA-Awd-FMCS-Case-No.-200622-07341.pdf>

How FEA Protects Hardworking Educators and Their Pay

Educating the children of military families is rewarding and there are certainly benefits of being an educator in the federal system. However, there are times that DoDEA management pays employees incorrectly or seeks to discipline educators when it is not necessary or appropriate. In these cases, FEA fights for all of our bargaining unit educators.

In one case, the FEA team assisted a high-performing educator recently targeted for removal due to a recertification issue:

“Due to an educator shortage, I was doing the work of two teachers for over a year and a half. My school administration gave me performance awards for persevering during this time. However, due to this overwork, there was an issue I had with my recertification. Management’s only solution was removal. No justification was acceptable even though they were fully aware of the reasons.

“Thankfully the union stepped in. FEA argued against removal and helped me write appeals. When this failed, the legal team then took the case to arbitration. Eventually, my case was heard and within a week the arbitrator ruled in my favor. Management was found to have mishandled my case and even violated their own policies. The union assistance did not stop there as FEA got the administration to drop their appeal and offer me my job back.

“I had been a loyal employee going way beyond requirements to make things happen for students and the school, only to be tossed out.

“The union’s response was immediate and felt like a buoy thrown to a drowning person.”

FEA also helps members with a range of pay issues. FEA was able to help Retired Member Thomas Goode receive retroactive pay for his graduate studies:

“The union’s response was immediate and felt like a buoy thrown to a drowning person.”

“I had earned 15 graduate hours from another university prior to earning my Master’s degree from the University of Oklahoma. Over 9 years of both teaching and studying part-time, I went from BS +15 to Masters. In 2018, I submitted an ASL change and Master Affidavit for credits I completed prior to acquiring the degree in

2009/10. I was told “it was not DODDS policy” to recognize the credits I had earned from my previous university.

“I had all but given up. However, a couple years later I discovered I was not alone, as other educators had contested the policy with FEA assistance and been

compensated for their graduate credits.

“FEA Uniserv Bill Freeman did an outstanding job to win the pay settlement for me, which amounted to over \$30,000 after taxes. He was always reassuring and worked diligently on my case. This would not have been possible without the support of the FEA and their Uniservs.”

FEA-SR Wins Thousands in Backpay for Retired Member

reprinted from the FEA-Stateside Region Quarterly Newsletter

FEA-SR was recently notified that a retired member received a check in the mail from the US Government for over \$35,000 after taxes had been withheld for backpay owed under an arbitration Award. The amount included thousands of dollars in interest owed due to the delay in payment. The payment represents the first lump sum cash payment made to a retired member for a claim submitted under Arbitrator Murphy’s July 2018 decision that ordered DoDEA to count “plus” semester hours when setting pay regardless of when the academic credit was earned.

Overseas Members Reminded to File Goodbye Grievance

If you are leaving the FEA Overseas Bargaining Unit at the end of this school year, either by retiring/resigning, moving to DDESS or transferring to the Med District, be sure to file a “Goodbye Grievance” early enough so that you will have time to elevate it before your last day of duty.

This grievance was developed by FEA UniServ Bill Freeman in order to allow FEA to represent overseas bargaining unit members after they retire or resign and to ensure their rights under the Debt Collection Act and the currently valid Overseas Negotiated Agreement. We have heard far too many stories of retirees receiving erroneous debt letters after their departure. Ask your FRS for a copy of the forms for the Goodbye Grievance as well as the Request to Elevate.



2

FEA members throughout
a nation of diverse readers
educational and inspirational
America events they pu

Zukeran Elementary School



Spangdahlem Elementary School



Robinson Barracks Elementary School



WT Sampson Elementary School



2022

DoDEA celebrated
through the many
Personal Read Across
on this spring.

Working At Smallest School In DoDEA Prompts Educator To Engage in Creative Multi-Age Teaching

The typical school day for veteran DoDEA educator and FEA member Becky Eversman is a bit unusual. As a teacher of grades 3-5 at the smallest school in all of DoDEA, she teaches multiple subjects to students of multiple ages in the same class. Rising to this daily challenge, Eversman uses her years of teaching experience to craft engaging lessons for each student of her multi-age classes.

A native Iowan, Eversman joined DoDEA as an educator in 1987 after earning her Elementary Education degree from Central College in Pella, Iowa. She felt “honored to educate the children of military families and give back for their love of country and service.” After teaching at DoDEA schools in the UK for several years, she transferred to Kleine Brogel Elementary School in Belgium.

Due to the small number of students in the nearby military community, Kleine Brogel ES in Belgium has just 28 students and two teachers, resulting in multi-age classrooms. In this class structure, teachers design curriculum by identifying common outcomes/content from each grade level and blending them together. This allows for differentiation based on student needs and growth. This model is different from split grade classes in which students from two or more grades are taught the content for just one grade level.

Like most elementary school teachers, Eversman teaches multiple subjects, including math, science, literacy, and social studies. Despite the challenge of having three grade

levels in every class, Eversman finds ways to creatively vary her instruction for each level. This requires a very clear classroom model and set of routines, but also extensive lesson planning to meet the standards per grade. She explained some of the dynamics of this class setup and her teaching strategies:

“There are times where you need to teach some material to a specific age group. So, for example, literacy and math blocks need to be clearly designed with a set routine to include strategies for how to move on with the learning while the teacher is instructing a small group of students. You teach students how to guide and instruct each other through modeled practice that includes sentences and phrases used to move toward the answer while not giving others the answer.”

Eversman sees how this shared learning experience often develops positive student relationships and attitudes toward growth. “It’s often the case that when a student begins



Becky Eversman

to master a skill, they share their learning with other classmates, which builds leadership characteristics, and the younger students then look up to these classmates and work toward becoming skillful too,” she explains.

Her class structure often has students showing interest in learning content outside of their grade level:

“In social studies, I can be teaching about the Northeast regions to one age group then the Aztec civilization to another. I often notice how a student will eavesdrop on a lesson and pick up the learning through being engaged and interested. These are the teachable moments as well.”

Eversman also stresses the importance of offering her students a new classroom experience every year. To allow students to “feel they are growing in their grade levels”, she introduces new norms, expectations, and classroom building activities at the start of each school year.

After years of teaching, Eversman focuses on being a facilitator of the learning in her classroom and tries to instill good work habits in her students. She seeks to appreciate each student’s learning style and background, while offering engaging lessons.

In her free time, Eversman works on assembling a set of books on issues of diversity and inclusivity for a classroom library. Now in her 35th year of teaching with DoDEA, Eversman says she still feels honored to give back to military families.

Travel Faster This Summer

Free to DoD civilians and Service members, **TSA PreCheck** is a voluntary, expedited security screening process offered at select domestic airports that allows participants to keep on their shoes, belt, and a light jacket, and leave laptops and 3-1-1 compliant liquids in their carry-on bags. DoD civilian participation in the program is voluntary. Enrollment requires a one-time opt-in. Learn more: <https://www.defensetravel.dod.mil/site/news.cfm?ID=18>

Travel Cheaper Too!

Remember to take advantage of the many great deals on vacations, car rentals and other services available to you through **NEA Member Benefits**. Go to www.neamb.com to find discounts on everything from vacation packages to magazines to read poolside.

DODEA SIGNALS INTENT TO COMPLY WITH SMART LES RULING

FEA members in the Overseas unit may have recently noticed something new hanging up on their school bulletin boards – a notice signed by the DoDEA Director, indicating that the Agency will comply with an arbitrator's decision requiring them to implement better and clearer pay information with Leave and Earnings Statements.

The arbitrator's decision came through legal action brought forth by FEA attorney Bill Freeman, who has been working for 20 years to require DoDEA to implement a "Smart LES". The Smart LES would provide employees with payroll information that is more detailed and useful, with the goal of making it much easier to spot pay errors and problems so they can be fixed quickly.

FEA won an arbitration over the Smart LES issue in 2002 and has been working ever since to get DoDEA to comply with that ruling, which requires the agency to implement better information on pay and benefits.

The notice signed by DoDEA Director Tom Brady in early April was required by the Federal Labor Relations Authority (FLRA) after DoDEA ignored an FLRA order to obey a 2015 arbitrator's ruling on the SMART LES.

That ruling was itself the subject of years-long litigation, with FEA filing an Unfair Labor Practice

(ULP) charge against DoDEA for not obeying the ruling. DoDEA claimed FEA's filing was not done in a timely manner and the Trump-era FLRA initially sided with DoDEA before a DC Circuit Court of Appeals overturned that FLRA decision and ordered the agency to reconsider. In 2021 the FLRA reversed its earlier decision and upheld the validity of FEA's ULP charge against DoDEA.

As part of that ULP ruling, DoDEA was required to sign and post notice that it will comply with the 2015 ruling. If DoDEA fails to do so, the FLRA can take DoDEA to the DC Circuit Court of Appeals for enforcement.

Attorney Freeman considers this a very positive move toward getting DoDEA management to finally enact a better LES.

It is hoped that a better LES, following requirements set forth in those past arbitrators' rulings, will make it much easier for employees to read and decipher their payroll information, including things like leave and various allowances. Improved information should make it much easier to spot problems and have them remedied.

You can view a copy of the signed notice by going to <https://www.feaonline.org/dodea-smart-les-notice/>

NOTICE TO ALL EMPLOYEES

POSTED BY ORDER OF THE
FEDERAL LABOR RELATIONS AUTHORITY

The Federal Labor Relations Authority (FLRA) has found that the Department of Defense Education Activity violated the Federal Service Labor-Management Relations Statute (the Statute), and has ordered us to post and abide by this Notice.

WE HEREBY NOTIFY OUR EMPLOYEES THAT:

WE WILL NOT fail or refuse to comply with the Final Award of Arbitrator Daniel Brent issued on August 10, 2015.

WE WILL NOT, in any like or related manner, interfere with, restrain, or coerce bargaining unit employees in the exercise of the rights assured them by the Statute.

WE WILL comply with the Final Award of Arbitrator Daniel Brent issued on August 10, 2015, by ensuring that employees have access to the required payroll information on or with their leave and earnings statements.

Department of Defense Education Activity

By Thomas M. Brady Date APR 8 2022

Thomas M. Brady, Director, Department of Defense Education Activity

This Notice must remain posted for sixty (60) consecutive days from the date of posting and must not be altered, defaced, or covered by any other material.

If employees have any questions concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director, Washington, Region, Federal Labor Relations Authority, whose address is:

Federal Labor Relations Authority
Washington Regional Office
1400 R Street, NW, Second Floor
Washington, DC 20024-0001
Phone: 202-357-6028
Fax: 202-487-6724
Case No. WA-CA-16-0016

FLRA Form 50

How To Halt Your Dues Deductions or eDues Payments for SY 22-23

Members who are retiring/separating from DoDEA at the end of SY 21-22 or who do not wish to continue paying Association dues in SY 22-23 by payroll deduction or eDues (EFT or Credit Card), take note: you may need to take action to avoid being billed for dues next school year.

If you are a current FEA member who paid your SY 21-22 dues via payroll deductions and you wish to end those dues deductions for SY 22-23, 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 22-23.

In Stateside, the forms should be submitted to the Customer Service Representative (CSR) at your District Office.

In the Pacific and Europe, submit the form to your FRS. The SF 1188 form is available from your school secretary or the CSR.

Only returning members who wish to end payroll deductions in SY 22-23, whether to terminate their membership or to switch to another payment method, need to take this action.

Employees who retire or separate from DoDEA at the end of SY 21-22 and were on payroll deduction do not need to do anything, since your pay has ended.

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

Members who paid SY 21-22 dues by EFT or Credit Card and wish to end those payments for SY 22-23 should send a message to ghritz@nea.org informing us of your desire to do so. This includes members who are retiring/separating at the end of SY 21-22. Failure to notify FEA will result in you being billed SY 22-23 dues.

Please note if you wish to halt payroll dues deductions for SY 22-23 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 22-23 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 will be distributed at the start of SY 22-23.

FEA, NEA Annual Meetings Return To In-Person Format

FEA Annual Membership Meeting To Take Place June 30 & July 1 In Chicago

After two years of virtual meetings, the Federal Education Association's Annual Membership Meeting will return to normal this summer with an in-person gathering in Chicago.

The FEA meeting will take place June 30 and July 1 at the Loews Hotel Chicago, just prior to the start of the NEA Representative Assembly in that same city.

FEA last held an in-person Annual Membership Meeting in 2019 in Houston. Both the 2020 and 2021 sessions were switched to virtual gatherings due to restrictions imposed by COVID-19.

The FEA Annual Membership Meeting is open to any Active or Retired FEA member. The two-day meeting gives attendees an opportunity to hear reports

from and ask questions of the FEA Board of Directors.

Presenters from NEA and other organizations will also take part in the meeting, providing updates to FEA members about issues such as legislation affecting our members and various benefits programs, such as the assistance NEA provides to members seeking to reduce or eliminate student debt.

NEA Representative Assembly Runs July 2-6

Thousands of NEA members, including FEA delegates from around the world, will converge in Chicago this July for the NEA Representative Assembly (NEA-RA).

The RA is NEA's annual legislative and policy-setting gathering. Roughly 8,000 delegates from every NEA State affiliate, including FEA, are elected by their fellow members to attend the NEA-RA each year. The delegates discuss and debate educational issues and set the policies that guide NEA in its actions for the coming year.

FEA will send roughly two dozen delegates to this year's NEA-RA, which will be conducted as an in-person meeting for the first time since 2019, though delegates have the option of attending virtually.

The NEA-RA will begin July 2 with registration. Business sessions and full gatherings of the RA delegates will take place July 3-6. All RA sessions will take place at Chicago's McCormick Place convention center.

The RA is open only to elected delegates, though members may follow proceedings by going to www.nea.org/ra

FEA, like all NEA state affiliates, holds elections each year to select members to serve as delegates to the NEA-RA. Elected delegates vote on business items, elect NEA officers and provide guidance and directives to NEA leadership and staff on policies and actions they want NEA to follow. Members interested in running for a delegate position to next year's NEA RA should check with their FRS/Local President or FEA Area Director for information on how to do so.

The 2023 NEA-RA is scheduled to take place in Orlando, Florida.

Because of the thousands of participants, the NEA-RA is considered to be the largest democratic deliberative assembly in the world. The 2020 and 2021 RA's were held entirely virtually because of COVID-19.



FEA delegates at the 2019 NEA Representative Assembly in Houston gather for a group photo. This summer's NEA-RA in Chicago will be the first time the event has been held as an in-person event since the 2019 gathering.

Attendees to the FEA Annual Membership Meeting include Association members who have been elected to serve as delegates to the NEA Representative Assembly (NEA-RA). FEA traditionally schedules its annual meeting in the same city as the NEA-RA so attendees to that event can easily attend FEA's gathering as well.

Any Active or Retired member who wishes to attend this year's FEA Annual Membership Meeting is asked to contact

FEA in advance via email at fea@feaonline.org. Attendees will be required to follow all state, local, NEA and FEA protocols, including wearing masks and providing proof of vaccination status prior to entering the meeting.

FEA Membership Happenings

Right: Members at Fort Campbell welcomed FEA Director for DDESS Diane Gibbs for a visit this spring and conducted a virtual meeting with NEA Member Benefits representative Michael Gavin, below.



Left: FEA Retired members Debra Degalis, Jane Varalli and Nancy Kelly Burne connect with FEA President Brian Chance at the NEA Retired Conference in Baltimore.



Above: FEA Education Support Professional leaders (from left) Alesia Gladden, Linda Salas, Donelle Pistorino, Teresa Brown and Mara Encarnacion attended the NEA ESP Conference in New Orleans in March.

Left: Mara Encarnacion and Alesia Gladden with NEA President Becky Pringle at the NEA ESP Conference in New Orleans.

Retiring from DoDEA: Plan Ahead, Especially If You Wish to Reside Abroad

By Michael Priser and Trudy Pollard

FEA-Retired reminds our active members to plan ahead when considering retirement; and this counts double if you wish to remain overseas. Members are encouraged to check with their legal office if they wish to stay in the country in which they are currently working. Some countries make it easy to stay abroad, while others are much more difficult. If your spouse is a local national or a citizen of an EU country; it may ease that process.

The *American Advisory Group* found that most retirees who remain abroad, stated they needed about one million dollars in savings to comfortably retire in another country. The *World Economic Forum* listed the top 10 countries for Americans to retire, and only 4 were in Europe (Malta, Spain, France and Portugal) and none were in Asia. (The remainder were in Central and South America.)

Most countries will require the following:

Demonstrate a livable source of income

Proof of health insurance

Clean criminal record

Have a place in to reside in that country

Many countries require that the paperwork be completed prior to moving to that country. Some may also request some language proficiency. Again, planning ahead is the key. Requirements may change due to changes in the law or pandemic responses.

FEA retired members have also provided additional steps that members can take to make living abroad a pleasant experience.

- **First, consider opening or maintaining an account with a credit union. Check with your credit union on base/post to see if they can make payments to international bank accounts.**
- **Apply for the military retirees' ID card to keep your access to MWR facilities. You can find out how to obtain this card in the "FEA-Retired" section at www.feaonline.org**
- **Check with your FEHB health insurance to ensure that you will have coverage in the country you are planning to live.**

Stay in contact with FEA-R for updates on any news that might affect your retirement or benefits.

For more information on issues that affect retirees, visit our website www.feaonline.org and click on "Who We Are" in the top banner, and then under "Where We Are," click on "FEA-Retired."

REMEMBER TO ACTIVATE YOUR RETIRED MEMBERSHIP

A reminder to members who are retiring or have retired: If you paid for an FEA/NEA Pre-Retired membership, you must notify FEA's Washington DC office when you actually retire so that we can activate your Retired membership. Do not assume we have learned of your retirement from your FRS or DoDEA: we must hear from you directly.

If you paid for a Pre-Retired membership and are not certain that membership has been activated, please send a message to Nereyda Jones-Luciano at njones@nea.org to inform her of your retirement and confirm your status. If you will be retiring at the end of this school year and have paid for a Pre-Retired membership, please send Nereyda a

message at the time of your retirement (not before) telling her to activate your Retired membership.

Also, if you know any members who retired in recent years, please pass this information on to them and urge them to contact Nereyda if they had paid for Pre-Retired membership but never contacted FEA about their retirement. Thank you!

JOIN FEA RETIRED

With one low payment now, you can assure yourself or a fellow FEA member a lifetime of access to the many benefits of Association membership.

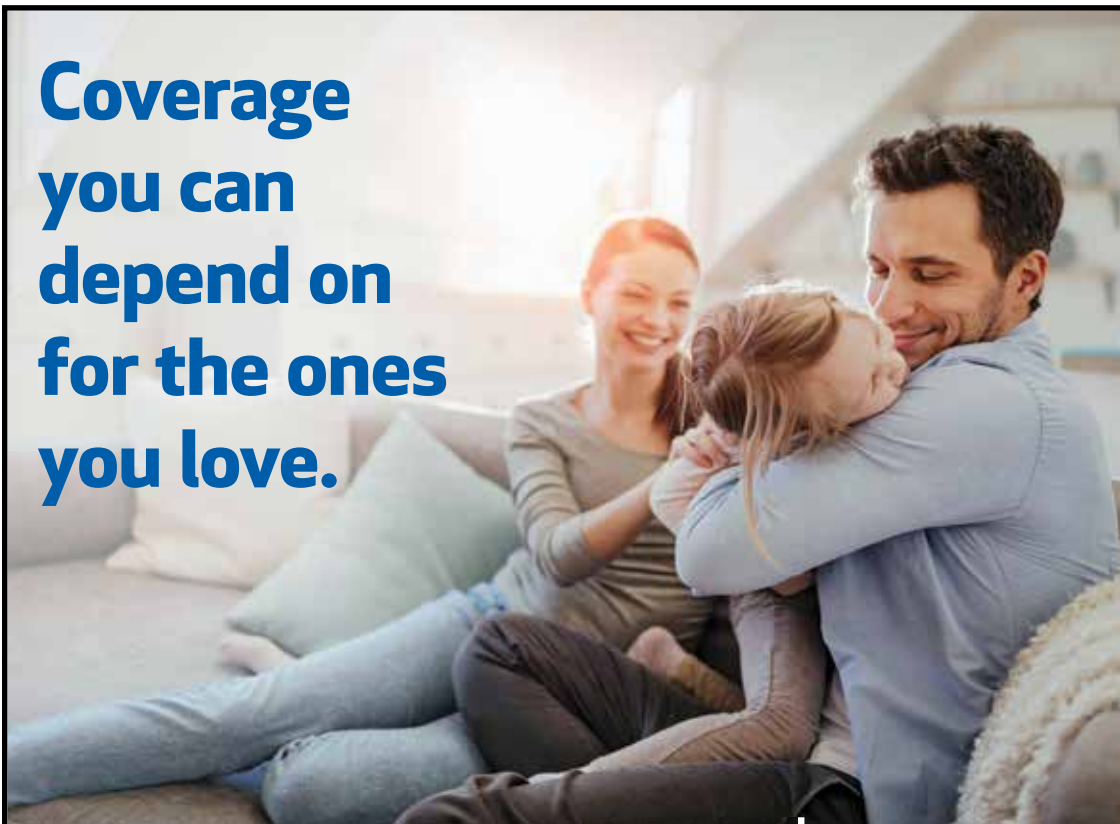
FEA/NEA Pre-Retired Membership is open to any current member of FEA/NEA, regardless of the person's retirement date. This membership allows an individual to enroll in the FEA/NEA retirement program, prior to actual retirement, for a one-time-only payment.

Retired memberships take effect once you have retired from DoDEA. Members must continue to pay annual FEA/NEA Active Member dues until the time of their retirement.

As an FEA/NEA Retired member, you will be able to retain access in your retirement to the many Member Benefits programs for retired members, including various financial, insurance and investment programs. You will also continue to receive FEA and NEA publications. And, if you decide to substitute teach after your retirement from DoDEA, you will continue to be covered by NEA's liability insurance.

Completing your Pre-Retired Membership is easy. Go to <https://www.feaonline.org/retired-and-pre-retired-membership/> and follow the link for Pre-Retired Membership. You can purchase the membership for yourself or any other FEA/NEA Member.

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.



Visit
neamb.com/protect

to learn about all
the solutions available
to help meet your insurance needs.

nea *Members*
Insurance Trust

*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.
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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**

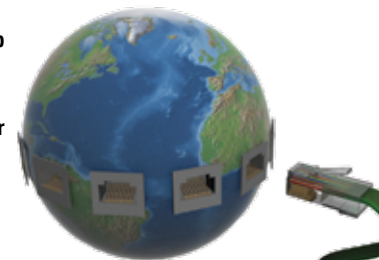
00539-111

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 quarterly 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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Calendar of Events

MAY

30
Memorial Day

JUNE

27-29
FEA Board of Directors Meeting
Chicago, IL

30
FEA Annual Membership Meeting
Chicago, IL

JULY

1
FEA Annual Membership Meeting
Chicago, IL

2-6
NEA Representative Assembly
Chicago, IL

FIND YOUR EDCOMMUNITIES GROUP

Where can you share, collaborate and network with educators from across FEA and across the country?
NEA360 edCommunities
Find communities of practice to expand your learning and build your skillset to help students succeed. Explore these edCommunities groups and more at MyNEA360.org

