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FEA ELECTION 2023

FEA Area Director Election and Nomination Information

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Victories and Progress In A Year of Change

As we enter the 2022-2023 School Year, FEA, through robust advocacy and legal action, has achieved significant victories on your behalf and we look forward to even greater success going forward.

In the legal realm, major victories have been reached throughout FEA.

Examples include the FLRA upholding an arbitrator's decision that benefits must be restored to an Overseas employee. The FLRA also held that the Association's legal case fighting for the rights of State-side ESPs can and must be heard. In a ULP case, the FLRA found that DoDEA violated an educator's right to representation during an investigatory meeting.

With Senate confirmation of a new member of the Federal Labor Relations Authority (FLRA), the 3-member agency which governs labor relations between the federal government and its employees, the FLRA is now taking up and working through a backlog of FEA cases more quickly.

In an example of an FEA case that has been pending, the FLRA recently agreed to move forward on the Association's motion for reconsideration of its earlier ruling on the Defense Performance Management and Appraisal Program (DPMAP) for Overseas educators.

To recap, FEA had prevailed in a grievance challenging management's unilateral implementation of DPMAP over the negotiated Educator Performance Assessment System (EPAS) for Overseas educators, but in response to a management appeal, the FLRA had overturned the arbitrator's decision. The Association made a mo-

tion to reconsider and the FLRA has notified the parties that it will now consider that motion.

Through the efforts of our parent organization, the National Education Association, 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. This has resulted in thousands of educators across the country – including a number of FEA educators – receiving life-changing PSLF loan forgiveness that they had been promised years ago (see page 4 for important information on the PSLF program).

While these positive outcomes are important and exciting, more still needs to be done.

FEA will continue our efforts to resolve persistent issues in DoDEA, such as paying educators incorrectly, the lack of meaningful and necessary training, and the often antagonistic attitude DoDEA has presented toward its employees and FEA.

We will continue to act to protect educators' rights and fight for their dignity.

FEA will continue to advocate for a DoDEA that respects the time and expertise of educators.

We fight for strong educator contracts and pay that is both timely and transparent – and fight for schools that are safe, well-resourced, and which provide students with a world-class education by educators who are respected.

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

Our Connections Are What Make Us Strong

Our educators and members are spread across several continents and come from a highly diverse background. With this in mind, a recent incident reminded me of the importance of connecting with our fellow educators.

This summer, FEA's Board of Directors and Representative Assembly delegates met in-person in Chicago. Many of us attended a Human and Civil Rights (HCR) training conducted by NEA.

Around the room were papers taped to the walls, with words written on them, such as 'family', 'race', 'religion', 'education', etc. We were asked to stand next to the words that we strongly identify with, or which represent important aspects of our lives. Many of us stood next to the same words. We were then asked to share with each other why those areas of life are important to us.

I learned so much about my fellow educators and FEA members that I didn't know before, such as why they decided to become an educator, or why being a mother or father is important to their identity.

This exercise reminded me there are so many hidden connections and common interests we have as educators, but we may not think about.

For many of us, we identify and take pride in being educators, and strive to give military-connected children the best education possible.

Many of us identify as family members and strive to provide well for our families.

And many of us come from a diverse background of races, religions, disabilities, and more, but we all seek respect and dignity at the workplace.

We might also experience the same challenges of living abroad or miss similar features of home.

If we seek to understand our colleagues, we might realize our connections and become a stronger school staff and Association.

Connecting with colleagues not only creates a friendlier workplace, but also a more supportive and collaborative one. We can learn about common workplace issues and concerns our colleagues have. We might

find that we have similar concerns, be able to identify possible solutions, and use our collective power to successfully fight for change.

When we start to understand each other, our connections and shared interests make us better educators and a stronger union.

Although in the past few years there have been a lot of attacks on us, we have been able to hold together because of our common interests and the shared vision of a quality education for our students and dignity for our educators.

As we step into a new school year, there will likely be new educators joining your school. These new arrivals may be in a new country, far from their friends and loved ones. I encourage you to welcome them, try to understand who they are where they are coming from, and see if they have any questions about your school, DoDEA, or FEA. Try to connect with other educators in your school you don't know that well, as well as those you think you do know.



Association Business

Richard Tarr
FEA Executive Director

FEA Legal Wins Prove Educator Solidarity Works

Over the past school year, FEA has scored big wins by our strong legal team working on behalf of our members!

In cases where educators were removed, our Uniservs have been successful in getting a number of educators reinstated.

Where educators had benefits erroneously taken away or reduced, FEA has had many successes in getting benefits reinstated.

When educators were paid incorrectly or late, or were issued debt letters, FEA succeeded in getting many employees' pay corrected, or those false debts erased.

We have also been successful in high-importance cases involving critical Overseas and Stateside issues.

This past spring, FEA argued successfully that DoDEA committed Unfair Labor Practices and engaged in bad faith bargaining with FEA on the successor Overseas contract.

In that case, an Arbitrator agreed with FEA and held that the parties must restart negotiations from the beginning. As is their right under law, management has appealed this decision.

In May, the Association received a very important legal victory in the fight

to protect the rights of current and future Stateside Education Support Professionals (ESPs). In an important win before the Federal Labor Relations Authority (FLRA), the FLRA decided the Association's legal case fighting for the rights of Stateside ESPs can and must be heard.

While the arbitration victories by FEA's legal team are important, management retains the right to appeal these decisions to the FLRA. The FLRA is a 3-person panel, which recently seated a new member. As is often the case when membership of a small group changes, this change has had an impact. The FLRA is also now reviewing and issuing decisions on cases at a faster pace than it did previously. As such, we anticipate that resolution of appeals and other matters involving FEA before the FLRA will occur sooner.

Many of these cases can take significant effort to get resolved.

FEA's Uniservs and the Washington office often exchange dozens of correspondences with members on their individual issues, or work at odd hours due to time zone differences. Despite the time and effort these cases require, FEA is dedicated to supporting our educators.

FEA's past, current (and future!) successes are due to the strength and engagement of our membership.

A strong union means that there are leaders serving in many various roles, the members feel comfortable coming to union reps with issues, and the legal teams have the resources they need to fight for members.

As we enter this new school year, I would like to thank you for your continued active and engaged FEA membership.

As always, if you have an issue, remember that FEA is there for you.

Your school FRS is your first point of contact for getting your issue elevated up the FEA chain so you can get assistance.

FEA recognizes the difficulties in recent years and FEA appreciates your continued dedication in spite of these challenges, and we see you. Just as educators are dedicated to giving their students a great education, FEA and its legal team will continue to defend your rights!

On behalf of your Association, I wish you a fantastic 2022-2023 school year.

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

Reminder: Application Deadline Approaching For Public Service Loan Forgiveness Limited Waiver

Educators who have federal student loans and have not applied for the Department of Education's Public Service Loan Forgiveness (PSLF) limited waiver should do so before October 31st.

In 2021 the Department of Education announced a change to the 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**.

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 the problems that led to those frequent denials and could potentially transform many educators' lives:

- Previous payments made to FFEL and Perkins loans will now count toward the 120.
- Previous payments made outside of Income-Driven repayment plans will count.
- 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 31st, even if they haven't made 120 payments yet.

Submitting a PSLF application before October 31 will help 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.*

On the studentaid.gov/pslf/ page you will also find an FAQ and the PSLF Help Tool, which generates a PDF of your application for the waiver. Read instructions carefully.

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 loan forgiveness they worked for, but many have shared that they have now received that forgiveness.

For more information, view FEA's guide to what you need to know about the PSFL waiver.

feanet.org/pslf-waiver-what-you-need-to-know/

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, where you can access the NEA Student Loan Debt Navigator. It features:



An easy, guided process
to enter required information



Syncing with loan servicers
to ensure accuracy



An instant estimate of savings
before signing up



A complete list
of repayment and
forgiveness options



Access to student loan experts
to help with complex
loan situations



E-filing and annual reminders
to ensure you meet recertification
requirements for income-based
repayment programs

Remember 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 feaonline.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 2021-2022 school year. The system is not configured to enroll brand new members of the Association.

It's Your FEA – Please Get Involved!

FEA is a member-driven organization. This means members just like you make the decisions that guide the Association and perform the day-to-day duties at the school level that allow the Association to function. We encourage all members to find a way to become involved in the Association in any way you can. We asked a few members to explain some of the ways they are involved in Association (below). If you are an active participant in your Local Association, thank you! If you're not yet playing an active role in your Local or any other level of the Association, please look for ways you can do so. It's YOUR Association: please get involved!

"I used to be HCR coordinator in Korea, but have recently been with the national LGBTQ caucus in NEA and have been doing that for several years as the co-chair for region 2. While I am not serving in a specific position in my school association, I am a mentor to other teachers and work with student organizations, so I am quite involved in other ways.
– Chad Jimison, Osan Middle/High School, Korea

"I am the FRS for Shugart MS and was the FR. I try to serve on committees for our local union and try to encourage educators to join. I try to have a relationship with every educator in my building and let them know that my door is always open, whether they are union members or not. To get people to join, we have to be visible. Because of COVID we didn't do a lot of in-person activities this year, but I usually have times for members to drop in and speak with me individually, and I let them know I am available."
– Tammy Wright, Shughart Middle School, Fort Bragg

"As an FRS, I want to serve as a way to for educators and administration to communicate clearly and healthily with one another.....To support my school's educators, I regularly have check-ins with them, ask if they have any issues or concerns, or ask them how meetings went. Regular communication is key. Show that you are there for them and they can come to you."
– Paul Lundy, Yokota Middle School, Japan

"As an FRS, I am there to help members navigate their issues, give them the advice and feedback they need, and understand their rights as educators. I try to be transparent with them regarding their problems and be a voice of reason and find what we can do better moving forward."
– Sean Hall, Albritton Middle School, Fort Bragg

FEA ELECTION 2023

NOTICE OF ELECTION For Election of Executive Officers

Winter/Spring 2023

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 27, 2023.

The officers to be elected to the following positions will serve a three-year term of office commencing on August 2, 2023, as stipulated by the FEA Constitution and Bylaws:

- FEA Director for DDESS
- Pacific Area Director
- Europe Area Director

These officers will be elected by the membership of the geographic area each respectively represents.

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](https://www.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 18, 2022.*
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 14, 2022*; the Official Acceptance and Biographical Information form is due *October 28, 2022*; and the deadline for campaign flyer and candidate photo is *November 18, 2022*.
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](https://www.feaonline.org)).
6. The complete FEA Campaign Guidelines, Procedures, Nomination Forms and other election information are available at [FEAonline.org](https://www.feaonline.org)

NOMINATION FORMS FOR FEA AREA DIRECTOR 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 14 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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2022-2023 FEA ELECTION SCHEDULE

October 14, 2022

Deadline for receipt of Nomination Forms.

October 28, 2022

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

On or Before November 12, 2022

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 18, 2022

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 2, 2022

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

December 12, 2022

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

January 9, 2023

Candidate flyers posted on FEA Website campaign page.

On or Before January 13, 2023

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, 2023

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

March 27, 2023

Deadline for receipt of ballots.

March 28 and 29, 2023

Votes tallied.

March 29 or 30, 2023

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

_____ FEA Director for DDESS

_____ Pacific Area Director

_____ Europe Area 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 14, 2022.

OFFICIAL OPEN NOMINATION FORM B

(Nomination of Another FEA Active Member)

I, _____, do hereby nominate

_____ for the office of

_____ FEA Director for DDESS

_____ Pacific Area Director

_____ Europe Area 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
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 14, 2022.

NEA Representative Assembly Draws Thousands To Chicago

For the first time since 2019, NEA members - including over 20 FEA delegates, gathered in-person for the Association's Representative Assembly. We asked some of FEA's attendees to tell us about their experience and why they chose to attend the NEA-RA.

Danielle Rodriguez Germany 	Sean Hall Fort Bragg, NC 	Matt Binfield South Korea 	Teresa Brown Camp Lejeune, NC 	Teresa Snowden Okinawa, Japan 
"My inspiration to serve as a delegate was to better my craft as a union member and rep but also to inspire my 'why' as a teacher. The RA has definitely helped with that. It has been very emotional. I shed tears of happiness, inspiration and empowerment when I heard NEA President Becky Pringle speak about the vision of a safe, just, and equitable public school for every student. The networking has been amazing. I've made friends that have surpassed anything I expected. I'm grateful for the opportunity to be among these educators fighting for positive change."	"This is my first RA. My motivation for coming was to get involved at a higher level, better understand the NEA, and better develop myself so I can share accurate information with members. My experience has been great. The HCR banquet was awesome. I have also enjoyed the deliberation on issues and voting on those issues."	"I come to the RA because I like to engage with the political side of educational topics and I enjoy being able to participate in voting on what happens within NEA. This year has been a very positive experience despite all the COVID difficulties. It's nice being back in-person with the virtual option in case we need it."	"This is my first RA. My motivation to serve as a delegate was to improve the leadership of ESPs, better learn how the system of FEA and NEA works and increase ESP membership and engagement. At first it was kind of scary and overwhelming, but by my second day I was feeling more comfortable and understanding a lot more. I am enjoying the RA and learning a lot."	"Being a teacher, you want to energize and rejuvenate yourself by being around other educators from across the states and DoDEA system. Some schools are lacking some support and it is great to see NEA supporting those schools. I really liked the virtual option for the RA because it gave us the option to stay in our hotel room just in case we were worried about COVID."

The next NEA Representative Assembly is scheduled to take place July 2-6, 2023, in Orlando, Florida.

The FEA Annual Membership meeting is also scheduled for Orlando, tentatively set for June 30 and July 1, 2023



Delegates to the Chicago NEA-RA found increased safety measures due to Covid, including social distancing and mask wearing, as well as an option to attend virtually. The new format received positive reviews from participants.



Area Notices of Election for 2023 NEA-RA Delegate Positions

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Stateside Region** SY 22-23

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

On or before January 9, 2023 - Nomination information posted via FEA-SR website

February 3, 2023 - deadline for receipt of nomination forms by FEA-SR

On or before February 17, 2023 - Ballots mailed to all Active members in Stateside unit

April 12, 2023 - Deadline for receipt of ballots

April 13, 2023 - Votes tallied/results announced within 24 hours

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Europe** SY 22-23

October 12, 2022 - Nomination forms sent out

December 2, 2022 - Deadline for nomination forms received

December 7, 2022 - Announcement of candidates via update from area director

January 6, 2023 - Deadline to remove name from Ballot

January 25, 2023 - Unity mailed (electronically) with candidates' information

February 8-13, 2023 - Ballots mailed to FRSs

March 24, 2023 - Deadline for 'Received by' ballots from schools

March 27-31, 2023 - Votes Tallied/Winners Announced immediately afterward

Notice of Election for Election of NEA Representative Assembly Delegates Representing **FEA-Pacific** SY 22-23

RA Delegate Positions are considered District offices in the Pacific and will follow this procedure in 2023:

February 24, 2023 - Nomination forms will be distributed prior to the last Monday of February

March 3, 2023 - All nomination forms are due by close of business the first Friday after distribution

March 10, 2023 - Ballots distributed prior to the second Monday of March

March 17, 2023 - Completed ballots returned prior to the close of business on the Friday concluding the 5-working-day balloting period

Notice for Members Wanting to Cancel Dues Deduction

If you were a SY 21-22 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, must take this action.

Employees who retired/separated from DoDEA after 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 retired/separated 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.

To enroll in eDues, go to: <https://www.feaonline.org/membership/e-dues/>

How Passionate, Engaged Educators Inspired Their Son To Pursue His Own Career As An Educator and FEA Leader

Passionate and supported educators can inspire younger generations to become educators themselves. For Karen and Alan Morton, their education careers would lead their son to find his own passion as an educator and FEA leader.

Karen and Alan first met in 1992 while in Law Enforcement Officer training at the South Carolina Criminal Justice Academy. Dedicated to public service, both already had several years of work in the sector: Alan had served in the Marine Corps and worked as a counselor, while Karen had worked as a group home counselor, victims advocate, and school social worker. The couple soon married and had two sons, Brian and Brandon.

Raised in a military family, Karen wanted to see the world and saw becoming a DoDEA educator as a perfect way to do so. As a former Marine, Alan was also familiar with international travel and felt that raising their two boys abroad would expose them to other cultures. Karen then encouraged Alan, who had a master's degree in Education, to become a DoD educator.

In 2000, Alan would do just that, joining DoDEA in as a Sure Start teacher at Yokota West Elementary School in Japan. After obtaining her master's degree in Education in 2003, Karen joined him as a 1st grade teacher at the same school while their sons entered the local DoDEA school system. The parents transferred schools a couple times in the DoDEA system, first in 2007 to Seoul American, then in 2010 to Humphreys American School in Korea. Their sons would accompany them and attend DoDEA schools within the same system where their parents worked. "Having our children with us as DODDS students was a dream come true since we are a very close-knit family that believes in the power of a quality education," Alan reflected.

Karen and Alan's passion for educating and serving others soon inspired Brian:



The Morton family: (left to right) Brandon, Karen, Alan, and Brian

"I witnessed my parents serve students and our communities through education for my entire life. My parents taught me to have empathy for others and to find a life path that will help people grow. In high school, I realized that I wanted to be an educator and help diverse students grow and reach their full potential. Military-connected children need someone with whom they can relate. I decided to be like the teachers I needed and had growing up."

After graduating high school, Brian would go on to earn his bachelor's degree in education and become an educator. In 2018, he joined his parents at Humphreys West Elementary School (HEWS), where the parents and son taught together until 2020. In 2021, he transferred to Van Voorhis Elementary School in Fort Knox, Kentucky for a fourth-grade teacher position. His teaching style is heavily influenced by his past as a student in the DoDEA system:

"I really connect with the students because, as a former DoDEA student, I can empathize with their situ-

ations. I work tirelessly to make education fun, applicable to the real world, and push my students toward taking ownership of their learning. I look at each student as a family member and take their growth seriously."

Karen, Alan, and Brian have also all been members and served in leadership roles with FEA. At one point, all three were elected to serve as FRs or FRSs at HWES at the same time. Karen and Alan see their past or present FEA roles as "advocates for humanity and educators' rights". Karen also served as an FEA delegate to the 2022 NEA RA in Chicago, helping represent the members of her school in Korea. For Brian, joining FEA was partly inspired by his lack of support while teaching in a different school system prior to DoDEA. "I always felt as though no one advocated for my peers and myself," he reflected. However, upon teaching with DoDEA, he witnessed how a strong FEA allowed educators to fight for their own respect, their colleagues, and their students:

"I could go to my FRS for help with issues I had and felt supported. I quickly decided to serve as an FR to show my appreciation. Being a member of the FEA means that I am a part of a family of like-minded individuals that work together to serve and support children while advocating for the rights of educators. Teaching children is my passion and I take the calling seriously. The support and advocacy of FEA have helped me pursue this calling."

Today, Karen continues her work as a Reading Specialist at HWES and just completed her 2nd year as the HWES FRS. Alan retired in 2020 and lives in Charleston, South Carolina. Brandon is currently a Graduate Assistant working on his Master's Degree at Jackson State University. Brian continues to teach at Van Voorhis ES and is close to completing his Doctorate in Educational Leadership with Liberty University.

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.

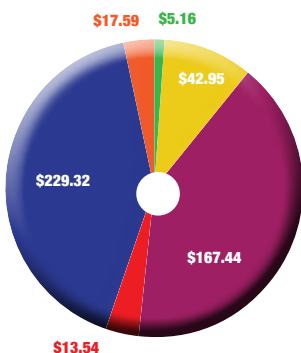
Breaking Down Your FEA/NEA Dues

Breakdown of the \$476 FEA Dues for 2021-2022*

FEA State Dues in SY 2021-2022 were \$476, equal to one percent of the salary figure for BA Step 1 on the DODDS teacher salary schedule the previous school year.*

From that \$476 amount, funds used to support the FEA Headquarters operating budget, averaged across all three FEA Areas, were \$246.68.

That amount does not include spending on UniServ attorneys, which is assessed directly to the Area where each UniServ attorney is assigned.



Professional Services \$17.59
Negotiations, arbitrations, insurance and outside legal assistance when necessary.

Communications/Publications \$5.16
FEA Journals and other publications, BOD minutes, FEA Web site and social media.

Governance \$42.95
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 \$167.44
Salary, benefits, and expenses for the staff in the FEA Washington office.

Administration \$13.54
Office equipment, maintenance and supplies. It also includes audit services, legal publications, and membership promotional items.

Average Area Dues Allocation \$229.32
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 \$202 NEA Dues for 2021-2022*

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 \$5.02
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 \$4.90
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 \$9.28
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 \$14.38
Support all educators throughout each phase of their career with the professional knowledge, skills, and competencies necessary to advocate for and ensure the success of their students and communities.

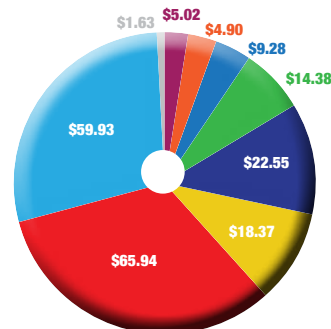
Secure the Environment to Advance the Mission of the NEA and its Affiliates \$22.55
Use all available means, including organizing, legal, legislative, electoral, and collective action, to secure the environment necessary to protect the rights of students, educators, and the future of public education.

Legal and Insurance Support \$18.37
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 \$65.94
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 \$59.93
Ongoing functions across the enterprise that support the strategic objectives, build lasting strength, and sustain the organizational infrastructure.

Contingency \$1.63
Provide funding for emergencies at the national, state, or local levels.



No dues dollars are used to support NEA Member Benefits programs

*2021-2022 figures are used because they were the most current numbers available at the time this publication went to press.

FEA Retired Promotes Membership At Summer Meetings

by Michael Priser, FEA Retired Representative

This summer has been a busy time for FEA-Retired members as several nationwide conferences were held.

First, there was the annual Representative Assembly of the National Education Association in Chicago. After a 2-year “absence” due to the pandemic, NEA held its first “hybrid” convention with delegates attending, and participating, both in-person and virtually.

Our retired members started off by having a special exhibit at our FEA annual meeting explaining to active members the importance of joining FEA-Retired as a “pre-retired” member. Cyndi Drew staffed the exhibit with brochures on the benefits of continuous membership.

Then at the Representative Assembly, the NEA passed a new business item (NBI) to tackle the repeal of GPO/WEP.

This NBI stated: The NEA will create a lobbying cadre made up of one “active” and one “retired” member from each state impacted by GPO/WEP, which will focus solely on the repeal of this law.

FEA President, Brian Chance, assured our members that he will work with the NEA to ensure that this cadre understands how GPO/WEP affects our retired members. “Our retired members under the Civil Service Retired System, who have been penalized for decades, will have their voices heard,” said Chance. “Now is the time to get this unfair law reversed through a nationwide, united effort.”

After the NEA-RA, our retired members traveled to Kansas City, Missouri, to the annual DoDDS reunion. Again, FEA-R made its presence known at the “Welcome Center.” Information was shared with the retired educators about the benefits of becoming a member of FEA-R. The table contained flyers on the benefits of membership, examples of our monthly

newsletter, and an exciting raffle for those who stopped by.

Over 400 retired educators attended this year’s event, and more than 100 of those attendees stopped by our table. They shared information about the city in which they chose to retire. Feedback was given on what they want from their Association. FEA-R even had a fun, free raffle in which our big winner was Carla Watson, a retired teacher from Vilseck, Germany.

Mr. Michael Gavin, from NEA-Member Benefits was also present to share with attendees about all the benefits FEA-R members have access to, through the NEA-Member Benefits program. He highlighted a new program that allow educators to navigate the process to see if they are eligible for Federal loan forgiveness. This program valued at \$100, is free to FEA/NEA retired members.

Our welcoming table proved to be a major draw at this year’s event, and FEA-R is already planning for next year’s event in Omaha, Nebraska.



Cyndi Drew welcomes delegates to this summer’s FEA Annual Membership meeting and invites them to join FEA Pre-Retired.



Retired educators from the Grafenwoehr complex gather at the DODDS Reunion this summer: Carla Watson, Dolores McDowell-Schaffer, Evan Watson, Renee Brassard, Mary VanDeventer, Tina Villella Steve Lotspeich, Jane Varalli, Michael Priser



Mary VanDeventer and Steve Lotspeich were surprised by all the new offerings from NEA Member Benefits that were presented at the DODDS Reunion in Kansas City.

2022-23
PROGRAMS
& SERVICES


Get the Most out of Your NEA Membership

NEA Member Benefits offers a variety of insider benefits designed to help members at any stage of life. Here are some of these essentials, from travel discounts and budget tips to retirement and insurance products and more — **think of them as your exclusive member toolkit.**

PERSONAL FINANCE

We want to help you meet your financial goals. Take the **Are You Financially Fit?** quiz, get insights about credit and debt consolidation and find creative ways to **Survive the Summer Paycheck Gap.**

Consolidate Debt Today: Take advantage of no processing fees and low, competitive rates with the NEA Personal Loan¹.

Our Lowest-Rate Card: Save on interest charges with the NEA RateSmart[®] Card.²

Earn Rewards With Every Purchase: Choose a card that earns cash back with the NEA[®] Customized Cash Rewards Credit Card.³

Put Your Money to Work: Discover a unique combination of banking and investing with an NEA Smart Money Account.

Find these financial insights and more at neamb.com/finance

LIFE INSURANCE PROTECTION

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

Help Protect Those You Love: Choose from a range of quality life insurance plans, all at member-only group rates.³

Find these planning tips and additional information at neamb.com/lifeprotection

TRAVEL & VACATIONS

Make the most of your time away — check out these **8 Little-Known Vacation Deals for Teachers.** Then, read **Find Tons of Fun at Free Attractions in Top U.S. Cities** to help you see the sights while making your vacation dollars go even further.

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

Find these travel tips and more at neamb.com/travelplans

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.

Save an Average of \$423 per Year: Members save big with NEA[®] Auto & Home Insurance provided by California Casualty.⁴

Find these home tips and other ideas at neamb.com/homesavings

YOUR CAR

When it's time to buy and insure a vehicle, we offer options with educators in mind. 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.

Car Buying and Selling Made Easy: With the NEA[®] Auto Buying Program, members get upfront price offers online plus an instant cash offer on your current vehicle.

Find these auto insights and more at neamb.com/autosavings

EVERYDAY DISCOUNTS

You work hard for your money, so we work to help you save it. 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.

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

NEW Discounted Access to Entertainment: The NEA Discount Tickets Program helps members save up to 40% on tickets to theme parks, local attractions, Broadway shows, concerts, sporting events, ski resorts and more.

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

Find these discounts and more at neamb.com/discountdeals

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.**

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.

Find these student debt tips and more at neamb.com/resolve-student-loans

PAYING FOR COLLEGE

Before you make difficult choices about paying for college, read **Student Loans: What to Know Before You Borrow.**

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

Find these financial tips and more at neamb.com/collegeloans

RETIREMENT PLANNING

Being in education comes with unique considerations regarding retirement. Consult **An Educator's 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.**

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.

Prepare for Extended Care Needs: The NEA Long-Term Care Program⁵ can help you and your family avoid the serious financial consequences of needing extended care.

Find these ideas for retirement and more at neamb.com/retirementsavings

FAMILY & WELLNESS

We know keeping your family healthy can be a big task in itself — that's why we offer 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.**

Supplement Your Coverage: The NEA[®] Group Hospital Income Insurance Plan provides daily cash benefits in addition to any other health insurance you may have.

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.

Find these wellness ideas and more at neamb.com/family-health

LIVING IN RETIREMENT

We offer a number of resources and benefits to support you in retirement, including answers to questions like **Can Pensioned Educators Collect Social Security?**

Protect Your Sight and Smile: Get affordable access to dental and vision care with the NEA[®] Dental and Vision Insurance Program.⁶

Help Cover What Medicare Doesn't: The NEA[®] Retiree Health Program (to supplement Medicare) has options at member-only group rates and no provider lists.^{7,8}

Find these retirement tips and more at neamb.com/retirement-resources



STAY IN THE KNOW

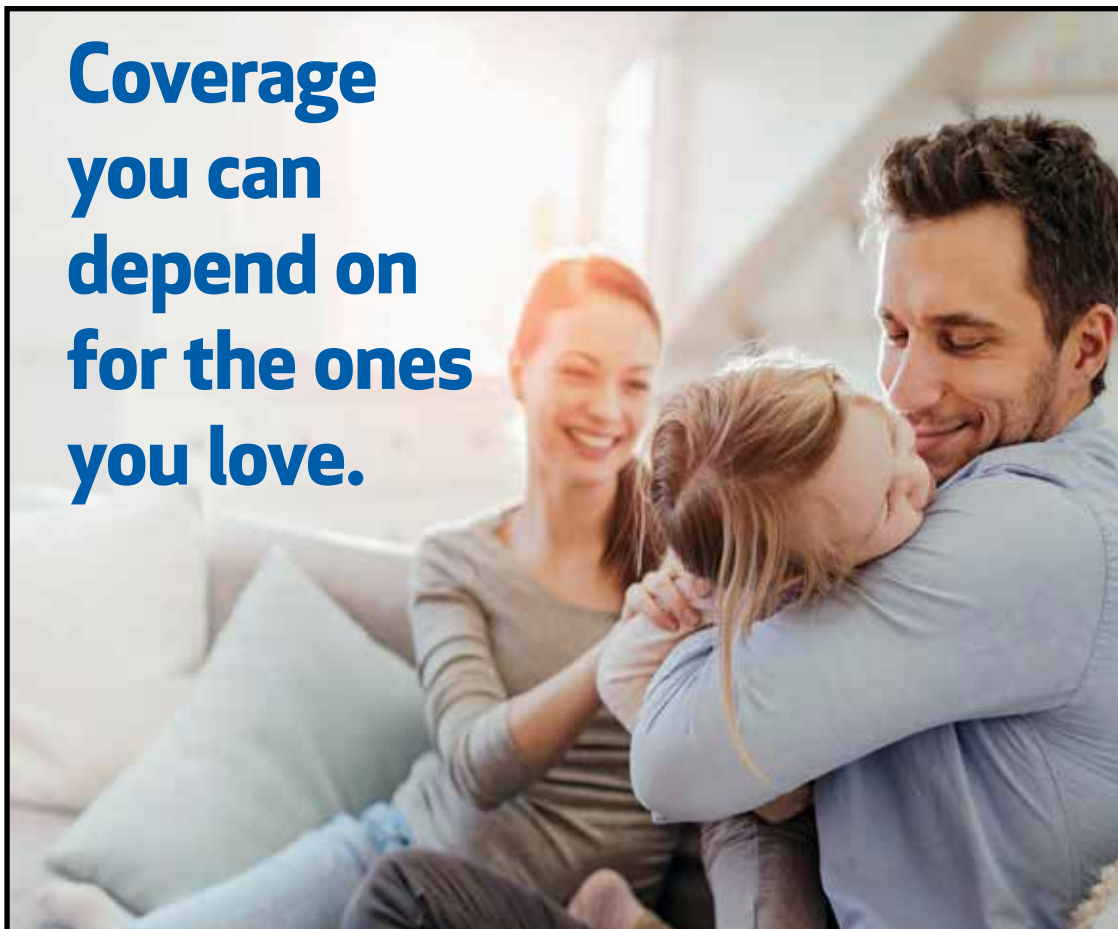
We've gathered the six simplest ways to keep on top of your benefits. neamb.com/connect is the place to start.

1. Unlock the full potential of your member benefits by registering on the site.
2. Name a beneficiary for your no-cost-to-you NEA[®] Complimentary Life Insurance⁹ coverage. **Issued by The Prudential Insurance Company of America,** to let us know where you want your benefits to go.
3. Sign up for NEA Travel to browse deals on car rentals, hotels, resorts, cruises and more. Receive \$500 Travel Dollars⁹ the first time you use it.
4. Try the NEA Student Debt Navigator powered by Savi and find out how much you could save on your student loans.
5. Subscribe to free newsletters filled with helpful tips and solutions.
6. Follow us on social:
@NEAMemberBenefits on Facebook
@NEABenefits on Twitter



Learn more at
neamb.com/connect

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.
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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**

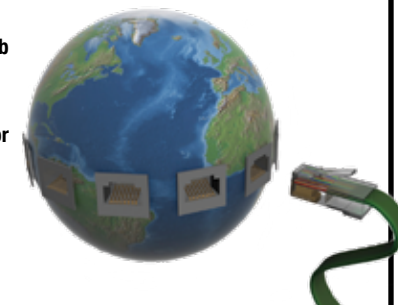
00539-111

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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Calendar of Events

SEPTEMBER

- 12** Europe East Division 2 FRS Training
Nuremberg
- 14** Europe East Division 1 FRS Training
Kaiserslautern
- 16** Europe West FRS Training, Continent
Schools, Mons, Belgium
- 19** Europe West UK Schools FRS Training
Newmarket
- 24-26** Pacific Area Leadership Council
Tokyo

NOVEMBER

- 4-5** FEA Stateside Region Area Council
Cary, NC
- 14-18** FEA Board of Directors Meeting
Washington, DC

Fort Rucker Local Shows Its Appreciation For Members



As reported to us this summer by Fort Rucker leader Vicki Harper: "The Fort Rucker Education Association spoiled their teachers with a great t-shirt for Teacher Appreciation Week. The words on the tshirts speak volumes about our organization ... 'Support FREDA teachers. Support military kids.' The combination is a win-win for all!"