



Overseas Members Approve New Agreement First New Contract for Overseas Since 1989 Expected to Take Effect August 1

Last month FEA members in the Overseas bargaining unit approved the proposed tentative agreement presented to them, marking the first time since 1989 that DoDEA management and FEA Overseas members have agreed upon a contract proposal. The agreement will lead to a new five-year Overseas contract, beginning August 1, 2023.

The vote, conducted online over two weeks in April, resulted in an overwhelming majority of Overseas members approving the proposal. Of the Overseas members who participated in the vote, 1171 (67%) voted “YES” and 579 (33%) voted “NO”. In total, 1750, or 58 percent, of eligible Overseas members voted on the proposed agreement. FEA is thankful to members who turned out in such large numbers to vote on the proposed tentative agreement.

The agreement either expands or protects many educator working conditions such as prep time, the duty day, and grievance rights, and will lead to the development of a more

collaborative performance management system. Notably, elementary educators will be guaranteed a minimum of 225 minutes of preparation time every week, the Goodbye Grievance will be retained, and performance ratings will be changed to either ‘successful’ or ‘unsuccessful’.

The approval vote follows years of difficult negotiations, including a harmful 2020 proposal based on bad faith bargaining from management, and finally more productive mediated negotiations over the last year. The wide support for the tentative agreement, following the near universal rejection of the harmful 2020 proposal, shows that FEA members will endorse an agreement that treats them fairly and professionally.

FEA also recognizes that a third of voting members voted against the proposal. We will remind DoDEA that this new agreement does not indicate that employees are fully satisfied with their work environment. FEA will

continue to advocate for educators and fight to improve working conditions and professional treatment for employees throughout DoDEA.

The agreement is now going through the statutory process within DoD and is expected to take effect on August 1, 2023. As that date approaches, FEA will be preparing FEA members, elected leaders such as your FRSS, and UniServs on the major changes coming with the new contract.

This agreement would not be possible without the solidarity of FEA members and the engagement of FEA leaders. Thank you to all those who have let FEA know about contract issues you face. Thank you to the members who have served on bargaining teams. And thank you for your membership.

CONTRACT HIGHLIGHTS

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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

Have Your Voice Heard By Serving On FEA's Bargaining Teams

Thank you to all our Overseas members who voted on the tentative agreement, as well as members who have ever served on the Overseas bargaining committee. As contract negotiations and renegotiations become more common, members serving on bargaining committees will increasingly be crucial in reaching agreements that benefit educators.

A bargaining committee is a group of union leaders and members who are appointed to serve as the representatives of the union before and/or during negotiations. Through research and by sounding members on issues that are important to them, bargaining team members help to identify and address topics in existing contracts that can be added or improved upon. They also help to prepare the association for negotiation of future agreements.

In both many federal sector unions and other NEA state affiliates, it is common to have contracts that are renegotiated every five years or so. As such, standing bargaining committees tend to be quite common.

We expect contract negotiations to become more common between FEA and DoDEA as well. It is unlikely we will see future contracts remain in place for decades. As such, we need standing bargaining teams in place whose members attend regular trainings and planning sessions so they are ready to negotiate when the time comes.

I encourage members to consider serving in this capacity. Bargaining committees are crucial for ensuring that educators' issues are represented during negotiations.

In accordance with the FEA By Laws, FEA's Board of Directors determines the process for appointing bargaining committee members. Typically, the Board solicits members to nominate themselves, appointments are then made and members sit on one of the main committees or one of the subcommittees focused on a particular issue. Alternates are appointed in case one of the team members cannot complete their duties.

Bargaining teams work best when reflecting the diversity of our



membership. That means they ideally have educators representing Elementary, Middle, and High schools as well as various academic subjects.

If you feel you are too inexperienced to serve on a bargaining committee, do not worry. NEA has an onboarding process and training sessions to help new members bargain strategically. NEA also has trainings on bargaining best practices. For example, there are trainings on interest-based bargaining, a collaborative approach based on mutual and individual interests rather than positions.

In the fall of 2023, FEA's Board will be soliciting names for a standing bargaining committee with alternates for the overseas contract bargaining. I encourage members to consider nominating themselves for the team when the time comes.

This is your way of getting your input into future contracts. We need your voice.



Association Business

Richard Tarr
FEA Executive Director

New Overseas Agreement Is Just a New Beginning for Member Advocacy

When I joined FEA's legal team in 1999, I never thought the 1989 Overseas contract would take another twenty-four years to be renegotiated with management.

I am proud of the years of work FEA's legal and bargaining teams have done to bring about this agreement for Overseas members.

Through persistence, FEA members voiced their issues, presented reasonable solutions (such as guaranteed prep time), and worked with the Association's legal team to negotiate this contract for educators.

We know, however, there are, and always will be, other important issues members would like FEA to address. While Overseas FEA members and DoDEA have reached an agreement on a new contract, this is really the beginning of FEA's continued advocacy for members.

Firstly, this is a five-year contract which will likely be renegotiated on a

more regular basis. With the help of FEA members, FEA is already starting to identify major educator issues so we can continue our work to improve working and learning conditions.

Additionally, contracts rarely address every single employee issue.

Typically, Memoranda of Understanding (MOUs) are subsequently negotiated regarding other issues that aren't already addressed or the parties agree to amend.

The 1989 Overseas contract had over 200 MOUs incorporated into it, such as the MOU creating the Educator Performance Appraisal System (EPAS) in the early 2000s, which replaced the old 5-step system that was originally part of the 1989 agreement.

There are also actions you can take to have your voice heard.

If you have major concerns you'd like addressed in a future contract or MOU, reaching out to your school FRS is the first step you can take.

If you are not already, consider becoming more active in FEA as well. If there is an association meeting in your local or area, please attend to see if your talents can help FEA. Serving in a local, District, Area or FEA Board leadership position can help you advocate for your issue(s).

In the meantime, FEA continues to fight to ensure negotiated agreements are abided by and educator rights are protected. That means if management issues erroneous debt letters, the Association will contest them. If an educator is unfairly targeted, FEA will be there to advocate for them. If educator pay, benefits, or working conditions are threatened, FEA will be there fighting on behalf of educators.

While we have accomplished a lot, there is still much to be done for DoDEA educators – and as always, FEA will continue to vigorously negotiate, advocate and litigate to improve your benefits and working conditions.

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

New Area Directors Elected For FEA's Stateside, Pacific and Europe Areas

Total Stateside ballots: 329
 Invalid ballots: 11
 Total valid ballots: 318

A majority of valid ballots, not counting abstentions, is needed to win.

FEA Director for DDESS	
Diane M Gibbs	148
Alan Danahy	170 - WINNER
Abstain/Invalid	0
Write-ins	0
Total	318



Alan Danahy

FEA members in each of our three geographic areas - Europe, the Pacific, and Stateside - voted this year to elect Area Directors to lead their respective locations.

Total Pacific ballots: 189
 Invalid ballots: 2
 Total valid ballots: 187

A majority of valid ballots, not counting abstentions, is needed to win.

Pacific Area Director	
James "Mike" Adair	183 - WINNER
Abstain/Invalid	0
Write-ins	4
Total	187



Mike Adair

Details on the vote counts and the names of the winners can be found on this page.

The three winners will begin their terms on August 2, 2023. Each was elected to a three-year term.

Total Europe ballots: 291
 Invalid ballots: 5
 Total valid ballots: 286

A majority of valid ballots, not counting abstentions, is needed to win.

Europe Area Director			
	Round 1	Round 2	Round 3
Anita Lang	120	125	143 - WINNER
Stephen James	52	54	60
Nancy Almendras	46	47 (eliminated)	
William Buckley	57	60	70
Abstain/Invalid	0	0	13
Write-ins	11 (eliminated)	0	0
Total	286	286	273



Anita Lang

FEA thanks all members who voted in the election and thanks the members who sought office this year.

Weingarten Rights – What Every FEA Member Needs to Know

By Suzanne Summerlin, Deputy Executive Director/Deputy General Counsel

The Statute governing labor-management relations in the federal sector provides that an employee represented by a union be given the opportunity to have union representation present with them during any investigatory meetings where the employee reasonably believes the meeting could result in discipline. However, the law does not require that management tell a union member this before the start of the meeting. Union members must know their rights, and assert them.

The right to have a union representative present at investigatory meetings is

what's known as a Weingarten right. The name Weingarten comes from the seminal 1975 US Supreme Court case which firmly established that employees cannot be denied union representation when they ask for it. Just as in a police procedural show you will see witnesses saying "I want my lawyer", union members have the right to say to management "I want my union rep."

Weingarten rights apply in meetings where the employee reasonably believes that the meeting could, fairly or unfairly, result in discipline. Weingarten rights do not apply in meetings where the agency is

informing the employee that they are receiving a proposed notice or final notice of discipline. Only when the employee is being questioned prior to discipline being decided

by the agency. No matter what the agency labels the meeting as ("counseling" or otherwise) if the employee is being questioned about potential misconduct, the Weingarten right applies.

FEA members should always ask, prior to any meetings, the following question: "Does this meeting involve an investigation into potential misconduct?" If the agency says "no" but then questions the member about potential misconduct during the meeting, the member has the right to stop the meeting and request representation. "I would like a union representative present during this questioning" is sufficient to assert your Weingarten rights.

There is no harm in asking for representation even if you are not sure you're entitled to it. The agency cannot discipline you simply for asking. However, an employee may not be protected if they refuse

While representing an employee during a Weingarten meeting, the union representative has the following rights:

- To be informed about the subject matter of the meeting;
- To consult privately with the employee before the meeting;
- To speak and participate during the interview, as long as doing so does not interfere with or disrupt the meeting;
- To advise and counsel the employee;
- To provide additional information to the employer at the end of questioning; and
- To take notes and bear witness to the proceedings.

to participate in a meeting that is subsequently found to lack Weingarten status. Therefore, if there is any doubt, consult with your FRS before the meeting.

If the employer denies you a right to a union representative, you should comply with the employer's questions and then immediately alert your FRS that your Weingarten rights were denied in connection with an investigatory interview.

We hope you never find yourself in a situation where you feel you may be disciplined for what you say to your employer. But in the event you do, remember, union members have rights! Exercise your right to have a union representative with you, you don't have to face an investigatory meeting alone.

FEA PROVIDES MEMBERS WITH LEGAL RIGHTS CARDS

Included each year with the membership materials sent to your school is a wallet-sized card outlining your Weingarten rights and your right to union representation. Be sure to look for this card when your FRS passes out membership materials at the start of the school year and carry it with you, in case you ever need to refer to it.

Weingarten Rights/Right to Union Representation

Bargaining unit employees are entitled to a union representative for certain types of meetings with management. If a manager requests a meeting with you, you are entitled to a union representative when all of the following conditions occur:

- You are to be questioned in the meeting by a management representative;
- The meeting is held in connection with an investigation;
- You request your union representative to be present.

If all these conditions exist, management is obligated to honor your Weingarten rights.

If Questioned Regarding Accusations of Child Abuse, Respond:

1. I am a member of a bargaining unit represented by the Federal Education Association, and I am requesting my Weingarten Rights to have a Union representative present.
2. I am in the process of contacting my Union lawyer regarding this matter.
3. Inasmuch as I would like to fully participate in this investigation/inquiry, I will wait until I have contacted my lawyers. Until then, I have been advised to exercise my Fifth Amendment right and remain silent in accordance with *Kastigar v. United States*, 406 US 441, 444 (1972).

Looking At Highlights Of The New Overseas Contract

The new Overseas contract will either protect or improve the working conditions, benefits, and rights of educators in several important ways.

Notably, the contract expands planning time for elementary educators, retains the length of the duty day and grievances rights, and makes important changes to the performance management system.

A big win in this agreement is regarding **prep time**, which is vital for teaching classes appropriately and making sure students have the resources they need. **For the first time, all elementary educators will be guaranteed prep time, a minimum of 225 minutes of preparation time every week**, changing the current policy where this time depends on their school. **Secondary school educators will retain the equivalent of 2 periods in a 7-period day of prep time.** In contrast, the proposed agreement Overseas members rejected in 2020 would have effectively made prep time available as management deemed appropriate.

Secondly, the **current duty day length is being retained and will not be extended.** Also, all unit employees may leave the work site without obtaining

permission during their non-paid, duty-free lunch period.

The new contract also retains many important grievances rights, including the **Goodbye Grievance**. As many retired overseas bargaining unit members know, this grievance is crucial because it allows FEA to represent them

after they retire or resign, including during instances of receiving erroneous debt letters after their departure. Despite much resistance from management, FEA was able to keep this vital grievance right.

This contract will lead to the development and implementation

of a **new personnel system** which incorporates a number of EPAS elements to foster cooperation, rather than competition, among employees. Notably, the new system will only have two steps: fully successful and unsuccessful.

Additional takeaways from the contract include:

- Educators will continue to have the option to select **21 or 26 pay periods** per school year. The proposed agreement Overseas members rejected in 2020 would only have provided for a 21 pay period option.
- Management will provide the Association with an annual **listing of all monetary awards** provided to bargaining unit educators. In the past, this information was difficult to obtain.
- Return Agreement Travel (RAT) **tours of duty remain unchanged**, with 1- or 2-year tours as in the current Negotiated Agreement. Management had proposed increasing them to 2- and 3-year tours of duty.
- Procedures for **Excess** as well as the Excess flowchart are defined in the agreement.
- Information is provided on the use of and options available under the **Family Medical Leave Act (FMLA)**. In addition, the recently enacted **Paid Parental Leave Act** is now in the TA, explaining its provisions and when it applies.
- As is currently the case, once management decides to have a **Transfer Program**, FEA and DoDEA will negotiate the process for that year.
- Guarantees of continued **Official Time** for FRSs and Division Reps (Europe) and Country Presidents (Pacific).
- Addition of a pool of **Official Time** for use by Human and Civil Rights Coordinators.
- DoD is enacting changes, in accordance with DoD regulation, in how the agency issues LQA to homeowners. Notably, a **4-year grace period** (as opposed to just a 1-year period) will be given for home-owning employees to work out their housing situation to comply with new LQA regulations.
- Formalization of contracts for **Extra Duty Assignments**.
- The TA provides procedures for how to donate leave, track leave and leave usage under the **Voluntary Leave Transfer Program (VLTP)**. In the past, it was difficult to track or get unused leave returned.

To read the full text of the proposed agreement FEA members approved in April 2023, go to

www.feaonline.org/view-the-full-tentative-agreement-for-the-overseas-bargaining-unit/

FEA Seeking Information From Members Who Were Improperly Denied RAT Under The 175-Day Rule

If you are a current or retired FEA member who believes you or your dependents were improperly denied RAT in the past seven years because management claimed you did not work the necessary 175 days, FEA wants to hear from you.

DoDEA Overseas employees and their dependents are to receive RAT once they reach 175 paid days in a school year. Some FEA members and/or their family members have been denied RAT because management improperly claimed the required threshold was 175 instructional days, which would not include paid days such as in-service days.

If you or a family member were denied RAT orders or reimbursement for a RAT voucher in the past 7 years (2016 to present) because you were incorrectly told you needed 175 instructional days - not just 175 paid days - you may be owed reimbursement.

FEA has created a form you can use to submit your details to us.

Go to:

<https://forms.gle/fqy1mpRijXwLJcDf8>

FEA will examine the information you submit and follow up if it appears you may qualify under an Association Grievance we have filed over this issue.

Remember that both current members and retired members may qualify for reimbursement if, within the past seven years, they and/or their dependents were improperly denied RAT or their RAT voucher was denied under the 175 day rule. Please submit your information using the link above so we can determine whether your case should be joined with the existing grievance.

Anyone who believes they are improperly being denied RAT this year because of the 175-day rule should immediately reach out to their FRS for assistance.

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.

Overseas Members: Submit Your Pay Lane Change Applications Soon

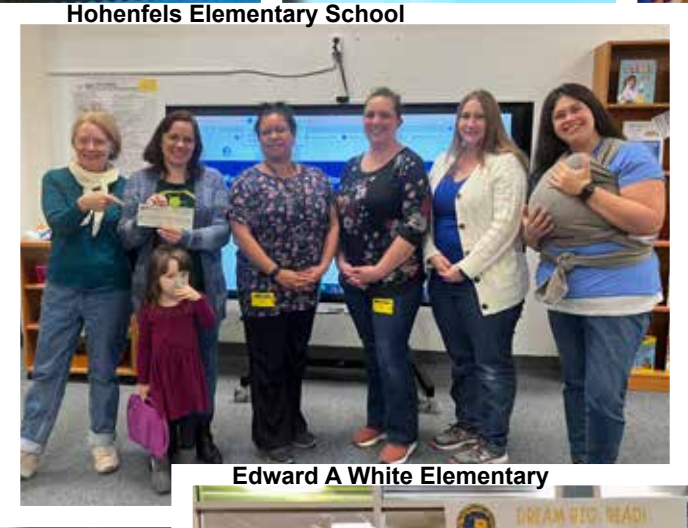
The new Overseas Collective Bargaining Agreement (CBA), effective August 1st, 2023, is changing the policy for graduate credits accepted for Academic Salary Lane changes.

Under the new CBA, any graduate credits earned after 8/1/23 will not count toward BA+ or MA+ unless they are earned after the BA or MA.

However, any graduate credits earned before August 1st, 2023 can still count toward BA+ or MA+, even though they were earned before the BA or MA.

Make sure you monitor your academic record very closely. If you think you qualify for BA+, MA, or MA+, submit a Pay Lane Application right away because there is a one-year application deadline after earning enough credits. We encourage you to use the pay records folders we sent out at the start of the school year to keep copies of your submission regarding credits and ASL requests, and any responses from management.

If DoDEA denies your application, you should contact FEA UniServ Bill Freeman at Bfreeman@nea.org for advice.



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Misawa Educator Turned His Winter Shoveling Into A Labor of Love By Building A Family-Sized Igloo

FEA member Tim Schwehr has been making the most of frosty Misawa winters by creating a large igloo that he and others can relax in.

He spoke to FEA about the igloo and more:

What is your position and how long have you been with DoDEA and FEA?

I have been in DoDEA and FEA member since 2010. I started my DoDEA adventure in Sasebo (Darby Elementary School) as a LIMM Teacher. I am currently the LIMM Teacher/CSC Chair here at Edgren Middle High School in Misawa, Japan. I am also the Head Coach of the Cross Country and the Track team.

What gave you the idea to create the igloo?

As a kid I loved building snow caves inside the huge snow drifts, but we don't get a lot of big storms here in Misawa. This is the second year of building the Igloo. Last year I just wanted to do something with the snow and after digging my Christmas light up deer out of my yard, the idea was born!

What was the process of creating the igloo?

It took approximately 3 weeks, mostly on weekends. I first used a snow blower to create a large snow mound, then a shovel to hollow out the interior, creating three rooms. Finally, I added lighting (powered by extension cords) and furnished the room with lawn chairs and a table. Instead of watching TV, I worked on the Igloo. Sometimes my kids helped, but

they wanted to build their own room (Snow Cafe) in the igloo and I enjoyed watching them work to accomplish their idea.

Have you spent time relaxing in the igloo, and if so, how do you use the space?

We have had friends over and have temporarily turned it into an Igloo Bar and other times we have the family come in there and we have chocolate chip cookies and hot cocoa. This year I built stairs and a slide from the top and when other families come over it's amazing to watch them climb up and slide down nearly 100 times an hour!

What does your FEA membership mean to you?

I am thankful to have such a strong voice fighting for and preserving our much-needed benefits. With all the uncertainty with access to healthcare in Japan, I know behind the



Edgren Middle High School educator Timothy Schwehr and his family enjoy the igloo they built outside their home in Misawa, Japan this winter. Construction took about three weeks and the igloo included three rooms, lighting and a slide made out of snow.

scenes the association is working hard on solutions. FEA works for us so we can spend less time worrying and more time doing what we enjoy, teaching!

See a YouTube video of the igloo creation at: tinyurl.com/misawa-igloo

Do you have an interesting hobby or story you'd like to share with your fellow members, or do you know of another FEA member we should profile? Please send us your suggestions at fea@feaonline.org

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.travel.dod.mil/Programs/Commercial-Air/TSA-PreCheck/>

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.

Take Charge of Your Association Dues By Switching To e-Dues

FEA members returning for the 2023-2024 school year are urged to consider e-Dues as their method of paying Association dues next school year and beyond.

The e-Dues system is run by FEA's parent organization, the National Education Association. With e-Dues, members can pay their association dues by credit card or by EFT (Electronic Funds Transfer) through their bank account.

e-Dues enrollment for SY 23-24 opens August 1.

There are several advantages to using e-Dues over payroll deduction or check payment.

Unlike payroll deductions, the e-Dues system is completely outside of DoDEA and CHRA control. By taking dues deductions out of the hands of those agencies, you give them one less thing related to your pay to mess up.

Also, because it is outside the control of the Pentagon, e-Dues cannot be taken away from you by politicians who oppose employee unions and the rights we protect.

Numerous states have seen payroll deduction taken away from employees overnight, leaving those employees scrambling to find alternate ways of maintaining their Association memberships and the services membership provides.

Unlike checks, e-Dues payments cannot get misplaced or lost in the mail.

Finally, and perhaps most importantly, e-Dues information is never shared with management.

Unlike payroll deduction, DoDEA has no way of knowing you have joined the Association via e-Dues.

Signing up for e-Dues can be done at the start of the 23-24 school year. Information on doing so will be included in the membership materials sent to your FRS this coming August.

Members who are currently using payroll deduction but who wish to switch to e-Dues for next school year will need to submit form SF 1188 to the proper location at the start of SY 23-24 in order to end your payroll deductions. Because e-Dues is not run through the government, signing up for e-Dues through the NEA system does not automatically end your payroll deductions: you must submit the SF 1188 to tell the government to stop deductions.

Please keep e-Dues in mind when you renew your membership next school year. It's fast, easy and puts you in charge of your dues payments.

How To Halt Your Dues Deductions or e-Dues Payments for SY 23-24

Members who are retiring/separating from DoDEA at the end of SY 22-23 or who do not wish to continue paying Association dues in SY 23-24 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 22-23 dues via payroll deductions and you wish to end those dues deductions for SY 23-24, 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 23-24.

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 FRS.

Returning FEA members who wish to end payroll deductions in SY 23-24 whether to terminate their membership or to switch to another payment method, need to take this action.

Also, if you move between any two of these FEA locations – Europe, Japan, Korea, or Okinawa – or between any of the above and DoDEA's Europe South district, you must submit

an SF 1188 prior to departing to end your dues deductions at your old location

Employees who retire or separate from DoDEA at the end of SY 22-23 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 22-23 dues by EFT or Credit Card and wish to end those payments for SY 23-24 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 22-23. Failure to notify FEA will result in you being billed SY 23-24 dues.

Please note if you wish to halt payroll dues deductions for SY 23-24 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 23-24 you would need to enroll in the e-Dues program in addition to submitting an SF-1188 to end payroll deductions. Members may begin enrolling in e-Dues for SY 23-24 on August 1, 2023.

A Summertime Tradition: FEA and NEA Gatherings Are Set

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

FEA members will gather in Orlando this summer for the Association's yearly meeting.

The FEA Annual Membership Meeting will be held as an in-person gathering June 30 and July 1 at the Hilton Orlando Lake Buena Vista hotel.

The FEA meeting will run all day June 30 and until

approximately 1pm on July 1. The meeting is open to any FEA member, Active or Retired.

No advance registration is necessary to attend the meeting, though persons planning to attend are asked to send word to fea@feasonline.org to help us plan adequate seating for everyone.

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.

As always, the meeting will feature presentations by FEA elected officers and staff, plus opportunities for members to ask questions and



Attendees to the 2022 NEA Representative Assembly in Chicago engage in some impromptu line dancing during a break in the action. This year's NEA-RA and FEA Annual Membership Meeting will be held in Orlando, Florida. Dancing, as always, is optional.

NEA Representative Assembly Runs July 2-6

Orlando's Orange County Convention Center will be home to this summer's NEA Representative Assembly.

The annual gathering of thousands of NEA members from around the country and – thanks to FEA – around the world, will take place July 2 through 6.

The NEA-RA is believed to be the largest democratically-elected deliberative body in the world. Each summer, thousands of NEA members, who are elected by their fellow members to serve as delegates, gather to discuss, debate and vote on dozens of resolutions and business items, elect NEA officers and provide guidance on the issues they want their association to address.

FEA members in each of our three geographic Areas voted earlier this year to elect delegates to represent them at the NEA-RA.

Approximately two dozen FEA delegates were elected to attend this year's RA. We are grateful to those members for giving up a part of their summer in service to their fellow FEA members.

In addition to providing guidance for NEA, the delegates in attendance have numerous opportunities to network with their fellow members, participate in various special interest caucuses and enjoy the unique atmosphere that comes from thousands of education professionals coming together with the goal of improving their professional environment.

The 2024 NEA-RA will be held in Philadelphia. Any member interested in serving as a delegate to next year's NEA-RA should watch for election information from their FEA Area Director next school year.

learn more about major issues facing the Association and its membership.

Representatives of NEA leadership and various departments are also expected to speak at the meeting, giving insight into the many ways NEA works to serve FEA members and their counterparts working in public schools throughout the U.S.

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.

FEA Members and Leaders Take Advantage Of NEA Trainings

NEA Education Support Professional Meeting: (right) Antranette “Nay” Compton, Fort Campbell’s nominee for the NEA ESP of the Year Award, spots herself on the list of nominees. (below) FEA ESP members (clockwise from top left) Marangeli Encarnacion, Rodelyne Pierre, Alesia Gladden, Nay Compton, FEA ESP Coordinator Teresa Brown, and Windie Kehn pose for a group shot. FEA President Brian Chance and FEA Director of Communications Gary Hritz also attended the meeting.



Above: At the NEA Leadership Summit, (front row) Ellen Mutter, FEA Vice President /Secretary Treasurer Anita Lang, NEA Director for Federal Chad Jiimison (back row) NEA Executive Committee member Christine Sampson-Clark, Christopher Bradeen, FEA President Brian Chance, NEATA President Mike Adair.



Above: FEA Retired members Michael Priser and Norma Sanders meet with NEA Retired Board of Directors member Julie Horwin (center) at the NEA Retired Conference.

Left: FEA's Attendees to the NEA East Minority Leadership Training/Women's Leadership Training (clockwise from bottom) Laura Kanka, Mari Williams, FEA President Brian Chance, Samantha Jablonski, and Clarissa Howard.

FEA Retired News

Norma Sanders Steps into New Role of FEA-Retired Racial and Social Justice Chair

Continuing her lifelong fight for justice and activism, forty-two-year educator and FEA-Retired member Norma Sanders is stepping into the role of FEA-Retired Racial and Social Justice Chair. In this role, Sanders will engage FEA-Retired members on important racial and social justice issues in the United States.

During her years as an educator and FEA member, Sanders educated military children in both Stateside and Overseas schools. She served in many FEA roles including FRS, HCR, and Vice President of her local association on multiple occasions. In the 1990s, she became one of the grassroots organizers in the effort to organize DoDEA Stateside teachers and helped lead to the establishment of FEA-Stateside as a bargaining unit.

But Sanders' passion for activism and social justice began well before her professional career. As a young child, she and her friends participated in 1965's Selma to Montgomery March, a protest to end segregation and secure voting rights for Black Americans. This experience inspired her to fight for others whenever she could.

Since retiring from DoDEA in 2019, she has stayed active and uses her voice to fight for others however she can. She has served as lobbyist with Community Change Action, is a member of Action, North Carolina-Tenant Organizing Resource Center, and is a member of FEA-NEA Retired.

She gave a statement on what this new role means to her:

"I am proud and excited to be stepping into this role with FEA-Retired so I can help increase awareness of racial and social justice issues. You could say this has been a lifelong mission of mine.

"For me, advancing *racial* justice means eliminating racial hierarchies and creating a world where people of all backgrounds, including those historically marginalized, can flourish. Advancing *social* justice means fighting for peoples' economic, political, and social rights and opportunities. It means fairness in healthcare, employment, housing, and more. Taken together, racial and social justice is alive when human rights are respected, and discrimination is not allowed to thrive.

"I look forward to engaging FEA Retired members on these issues by providing education through our digital communications, arranging professional development sessions on the topic, identifying useful resources, and more.

"A quote from Dr. Martin Luther King, Jr. has long inspired me throughout my life, and will continue to guide me in this new role. As once he said:

"The hope of a secure and livable world lies with disciplined nonconformists who are dedicated to justice, peace and brotherhood."

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.



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review your beneficiary
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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**

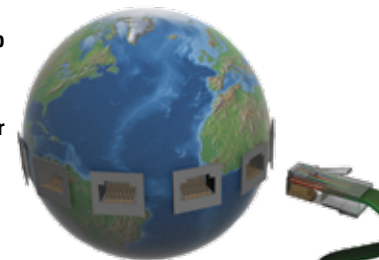
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Then dial Member Benefits at

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

29
Memorial Day

JUNE

28-29
FEA Board of Directors Meeting
Orlando, FL

30
FEA Annual Membership Meeting
Orlando, FL

JULY

1
FEA Annual Membership Meeting
Orlando, FL

2-6
NEA Representative Assembly
Orlando, FL

FIND YOUR EDCOMMUNITIES GROUP

Where can you share, collaborate and network with educators from across FEA and across the country?
NEA360 edCommunities
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