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Dear Member,

This email is being sent 30 minutes ahead of FEA's official message to all members. We want to ensure our leadership have the tools and context you need to respond to questions and support members effectively.

Below, you'll find key talking points related to the recent Executive Order 14251, signed by the current Administration, and the legal action now underway. You can use these points when communicating with members about the recent executive order signed by the Administration and the legal action now underway. These are designed to provide clarity, consistency, and support as you respond to questions or concerns from educators across regions.

This email is being sent after the duty day on a Friday as a way to protect you, our FEA leaders and members, from being accused of union activity during the work day, on government computers or using government resources. Regular email messages will be sent by FEA Washington to leaders and members on Friday afternoon/evening East Coast time to ensure the emails are received outside your work week.

What's Happening

The Administration recently signed Executive Order (EO) 14251 attempting to strip away key protections for federal employees—including DoDEA educators. The EO claims your work is tied to national security as a means to justify this action. FEA disagrees that DoDEA has any national security role and believes this is a direct attack on your rights—your ability to organize, speak out, advocate for your working conditions and advocate for your students.

DoDEA has begun to ignore provisions of the Overseas Negotiated Agreement and Stateside MLAs, despite OPM guidance to maintain the contracts until litigation has concluded. In fact, some DoDEA administrators claim FEA isn't a union anymore. This is FALSE—FEA is still your representative and the UniServ can still represent you.

What FEA Is Doing

NEA, on behalf of FEA, FEA-Stateside Region, and the Antilles Consolidated Education Association have [filed a federal lawsuit](#) to stop this executive order and DoDEA's actions. We're fighting to protect:

- Your right to negotiate over working conditions/conditions of employment
- Your rights and benefits negotiated into the Overseas and Stateside contracts
- Your academic freedom

Why This Matters to You

- The EO guts your workplace protections
- It penalizes union members for speaking up
- It undermines your constitutional rights
- It threatens your ability to fight for safe, well-resourced schools
- The order undermines core workplace protections

FEA has a strong track record of winning hard fights—whether it's class size, support staff, or educator protections. This lawsuit is another part of FEA's record of fighting back when your rights are threatened. The goal of the litigation is to restore your rights to where they existed before the EO.

What Else Is Happening

Congress is stepping in with the [Protect America's Workforce Act](#), a bipartisan bill to reverse the order. NEA has launched an action alert asking its 3 million members to take action on behalf of FEA educators.

What Leaders Should Remind Members:

- You are not alone—FEA can still provide representation through UniServ for members.
- FEA will keep you updated every step of the way on this litigation.
- Encourage members to watch for Friday emails from FEA with news and information.

Thank you for continuing to support your educators through this challenging moment.

If a member indicates to you that they did not receive an email from FEA, it likely means that we do not have an updated personal email for the educator. Please ask the member (or potential member!) for a non-DoDEA email address that they check regularly, will have access to over the summer and they plan to keep next year.

In solidarity,
Sharon Manuel



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