



Europe Newsletter

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FEA - Alive and Well!

As the Association felt the impact of EO 14251, several administrators have chosen to spread **LIES** that the union no longer exists. Nothing could be further from the truth.

Even DoDEA is recognizing that this battle is not over. When members file grievances, including the Goodbye Grievance, management has consistently responded with acknowledgement and indicate they are awaiting the result of pending litigation.

Many things are business as usual, as members learned by listening to the presentations of all four of FEA-Europe's attorneys. Together, FEA-Europe has the team with the most experience in all of FEA.

Many of our entitlements are based in federal regulation or statute so are unchanged, like the retro-active pay that we expect to be getting in mid-June. However, the one change that IS in effect while our contract is "paused."

We **ONLY** represent FEA members at this point in time. Having a "trusted colleague" in a meeting, getting legal advice for you or your trusted colleague before a meeting, accessing forms like the Goodbye Grievance, are only available to dues paying members.

Incentive Checks

FEA-Europe has worked diligently to recognize those individuals who have, at any point, signed up with AutoPay or who pay, in full, by check. The \$30 checks made out to each individual who qualified will be mailed to the membership coordinator that the schools' leaders have identified. Schools that have not identified someone for this purpose will have checks delivered to the District Representative. Members receiving these incentive checks are expected to maintain their membership throughout the school year.

Litigation Filed by FEA and NEA Opposing EO 14251

On Monday, May 5, 2025, Attorneys from the National Education Association Office of General Counsel filed a "Complaint for Declaratory and Injunctive Relief" in the US District Court for the District of Columbia. US District Judge Paul Friedman, the presiding judge, also heard the National Treasury Employees Union suit filed in late March.

Since the lawsuit was filed, A HUGE AMOUNT OF WORK behind the scenes has been going on. We expect a hearing to be held soon. When we have any updates, we will send out a message to members. If you are not signed up to receive messages from FEA Washington, email fea.europe.ad@gmail.com from your preferred email address and we will add you to the mailing list. Stay informed!

Our partnership with NEA has been compared to a phenomenal savings plan. You put in \$10 and immediately you get \$100 back. NEA supports FEA, one of the smallest affiliates, in so many ways, far surpassing the cost of our dues.

NEA provides grants, training, and information, but more importantly, access to highly qualified personnel and resources, like:

- The Office of General Counsel,
- NEA lobbyists, o
- Our Zone 2 partners (one of the six divisions in NEA of State affiliates.)
- **OUTSTANDING** Professional Learning through **micro-credentials**,
- NEA Members' Benefits which provides information and savings in so many areas.

Why wouldn't you want this?

Higher Salary/Pay Retention

For those educators affected by the poor planning of the FRD process, this is for you. **Some of our members receiving MDRs may be entitled to "Retained Pay"**. Below, you will see an **EDITED** version the Office of Personnel Management's [FACT SHEET](#), the government's policy for pay retention.

If you were in a position that was on a different pay scale with higher salaries than you will be for next year, you may be eligible for pay retention for two years. Write to your Administrator and FRD@DoDEA.edu to ask the question. Contact your UniServ Attorney for more information.

Fact Sheet: Pay Retention

An employee whose rate of basic pay otherwise would be reduced as a result of a management action is entitled to retain his or her rate of basic pay.

Exclusions : An agency may not provide pay retention to an employee who is reduced in pay for personal cause or at the employee's request. See 5 CFR 536.102(b) for additional exclusions.

Mandatory Pay Retention

An agency must provide pay retention to an employee who moves between positions under a covered pay system as a result of-

- A reduction in force or *reclassification action* that places an employee in a lower-graded position when the employee does not meet the eligibility requirements for grade retention under 5 CFR part 536, subpart B;
- *A management action that places an employee under a different pay schedule;*
- A reduction or elimination of scheduled rates, special schedules, or special rate schedules.

See 5 CFR 536.301 for additional information.

Optional Pay Retention

An agency may provide pay retention to an employee not entitled to mandatory pay retention whose payable rate of basic pay otherwise would be reduced as a result of a management action. (See 5 CFR 536.302.)

Adjusting Retained Rates

When the maximum rate of the highest applicable rate range for an employee's position of record is increased while the employee is receiving a retained rate, the employee is entitled to 50 percent of the amount of the increase in that maximum rate. This 50-percent adjustment rule applies only when the maximum rate increases are attributable to the adjustment of the employee's existing pay schedule or the establishment of a new pay schedule that covers the employee's existing position of record (e.g., establishment of a new special rate schedule). (See 5 CFR 536.305.)

Loss of Eligibility for or Termination of Pay Retention

Eligibility for pay retention eligibility ceases or pay retention terminates if any of the following conditions occurs (after applying any applicable geographic conversion):

- The employee has a break in service of 1 workday or more;
- The employee declines a reasonable offer of a position in which the employee's rate of basic pay would be equal to or greater than the employee's retained rate;
- The employee is reduced in grade for personal cause or at the employee's request (based on the grade of the employee's position of record rather than the employee's retained grade);

See 5 CFR 536.308 for additional rules regarding loss of eligibility or termination of pay retention.

A Strong Union Starts with U

by DiAnna Martinez

A union is more than just its elected representatives—it's the collective strength of every member. The phrase “A strong union starts with U” reminds us that unions thrive when every individual plays an active role.

Too often, members assume that union leadership carries the full weight of responsibilities. While representatives play a crucial role, a union's true power comes from its engaged membership. When individuals show up, contribute ideas, and support one another, the union becomes an unstoppable force for positive change.

Your Involvement Matters

Whether it's attending meetings, sharing concerns, or supporting fellow workers, participation is vital. When every member actively engages, the union speaks with a stronger, unified voice—ensuring fair wages, safe working conditions, and workplace rights.

Positive Participation Builds Solidarity

Being involved isn't just about raising concerns; it's about fostering a collaborative environment. Positive participation—offering solutions, uplifting colleagues, and advocating for fairness—strengthens unity. When members work together constructively, negotiations become more effective, morale improves, and collective victories are achieved.

Take Action Today

Empower your union by being present. Attend discussions, contribute insights, and support initiatives. A strong union isn't just built by leaders—it's built by you.

Together, we make a difference.

Because a strong union truly starts with U.

TAKE ACTION NOW

Here's [a link](#) to the Legislative Action Center (LAC) where you can email your members of Congress

Filling out your information on the form will automatically identify your members of Congress. Use the address where you are registered to vote. Everything above the “Take Action” button—including the “body copy”—is background information to help you understand the issue. The actual message you'll be sending is located under “Personalize Your Message.”

This action alert addresses the alarming cuts to Educational Technologists, speech-language and special education assessors, and automation clerks—positions essential to the success of DoDEA schools. **You** understand first-hand how deeply these cuts will impact your school communities. Now is the time to speak up and make your voice heard.

Under the SECDEF Hegseth's “Workforce Acceleration & Recapitalization Initiative,” the loss of these critical staffing positions will undermine student support and place an unsustainable burden on remaining educators.

Every voice matters. Please take a moment to contact Congress and to call for a halt to these cuts. **Share this with all your friends and family.** You do not need to be an FEA/NEA member to take this action.

Support OFT

Europe South is represented by the Overseas Federation of Teachers, a subsidiary of the American Federation of Teachers (AFT).

Show solidarity with OFT by going to the [AFT website](#) and sending a letter to Congress opposing the EO which stripped collective bargaining rights from hundreds of thousands of federal workers. In your letter, encourage your Congressional Representatives to cosponsor the bipartisan **Protect America's Workforce Act** that would nullify Trump's executive order and restore union rights for impacted federal workers.

We are not in this alone. Solidarity, Collective Action, and Unity will get us through this!

Expiration Dates

Please look at all your documents with expirations dates to ensure they are valid.

Examples are

- stateside drivers' licenses,
- tourist passports,
- official passports
- visas (as necessary),
- ID cards for you and your family members,
- base/post driving licenses,
- petrol cards,
- ration cards, etc.

Another Essential Item

DoDEA's misguided actions have negatively impacted every school in less than six months! We, as educators, need to make sure our voices are heard both locally and nationally. While you have some down time this summer, PLEASE take a few minutes to [register to VOTE](#). There are local elections year round and national elections just around the corner.

Many overseas educators and military members do not believe they can vote from abroad, but we CAN, and we MUST, to ensure that our values are upheld and the people that we care about are protected. Don't procrastinate, do it today, please!

Graphic of the Year

A STRONG

UNION

STARTS

WITH

"U"

Congratulations Retirees!

The European Area Council is please to announce the following FEA members on their retirement. We thank you for all you've done for you colleagues, your students, and your Association. You may not be in DoDEA any longer, but you still have a voice! Please use it to help us fight the injustices DoDEA educators face. You no longer have restrictions about when you can advocate, so please take advantage of that. [FEA-Retired](#) can provide you with the most current information. Check it out! We know there are many more but these are the ones who let us know. Thank you for your work in making DoDEA an exemplary public school system.

Tracie L. Thompson

Linda Mackie

Merle Mackie

Dr. Frederick Hall

Jeanette V. Ruddock

Nathaniel J. Goolsby, SMSgt, USAF (Ret)

Hassan A. Ali

Brian. Kuzak

M. Venessa Barney

Larry Tjeltveit

Joining FEA Retired as a pre-retired member is a one time payment. All you need to do after that is tell us when you have retired and we will switch you over. It will never be less expensive.

ICE Comments

DoD provides an avenue for comments. The Association strives to maintain productive dialogues with Management and in many areas, that is occurring. If your admin is not listening, this is one option. Let the DSO know what's happening positively and negatively at your schools. Here are the links: [Central](#), [East](#), [West](#). School comment links are also available . Comments can be left anonymously although there is a place for contact information. This is not our first choice, but may be our only one.