



# Europe Newsletter

November 2, 2025

Volume 3, Issue 5

## Dues Deductions

As you may have seen in FEA's Friday updates, FEA will not be collecting dues until after the government shutdown ends and educators begin to get reimbursement for salary missed during the shutdown. There will continue to be the same number of deductions for those utilizing either EFT (electronic funds transfer) or credit card as you chose. If you are paying by credit card, dues will be deducted in one payment. Options exist for EFT deductions to be made in one payment or 10 increments. All members will receive notification 10-14 days prior to any payment taken.

## Government Shutdown

FEA-Washington has sent emails related to the shutdown. There are many variations in local implementation. Leadership in DoDEA-Europe is either not sharing timely information, or is inconsistent with their message. Any questions you have require answers from DoDEA. If you disagree with a response, elevate the concern to your FRS and up the chain.

Under the Government Employee Fair Treatment Act of 2019, employees who work during a shutdown are entitled to retroactive back pay after a shutdown ends.

Health and Life Insurance coverage continues during furloughs, though changes may need to wait until employees are back in pay status. Premiums may be withheld from back pay later.

With the recent win, our contract is IN FULL EFFECT. If your administrator says differently, let us know. You can take leave, including administrative leave for HHG, etc. although during a shutdown, you will be put in furlough status. Per the contract, documentation is required for leave of more than three days or if suspected abuse. If you are being denied, elevate the issue through your FRS to your District Rep.

Union activity is not excepted service, like providing direct services to students.

## FEA/NEA EO 14251 Litigation Update

A three judge panel from the Court of Appeals for the DC Circuit looked at the briefs provided by NEA and the government. They then decided to allow the Preliminary Injunction against the implementation of the Executive Order to go into effect once again.

FEA has been informed that all the federal union lawsuits regarding Executive Order (EO) 14251, which sought to eliminate collective bargaining across a wide swathe of governmental departments and agencies have been consolidated into a single hearing scheduled for December. This hearing will decide whether the preliminary injunction will remain in place until the district court judge decides whether to issue a permanent injunction. While no decisions can be predicted with certainty, FEA is cautiously optimistic.

The preliminary injunction FEA/NEA secured remains in place until a decision is issued. This means that for at least the next two plus months, our Negotiated Agreement provisions remain in full force and DoDEA must continue to honor Chapter 71 rights for educators.

This development provides stability for FEA

## Special Education Advocacy

There are few groups of educators and students as negatively impacted as those involved in Special Education. FEA-Europe believes schools are significantly understaffed given the unilateral cuts to positions at the end of SY24-25. We ask for your input to confirm our suspicions or clarify our misunderstanding.

In order to prepare feedback for Management, we want to collect information from those who are living the impact of potential changes to these vital services for our most vulnerable students. We want to know if your school is experiencing difficulties, or not, and what they are, if they exist. There are no issues too big or small to share.

Please fill out [this form](#) by **November 1<sup>st</sup>**. FEA-Europe expects that these issues will be overarching rather than unique to one school or community, although some may be truly unique depending on the population. We will use the information to highlight issues that are contrary to the mission and vision our agency espouses in its Blueprint. Help FEA-Europe to give DoDEA Management a realistic view of the impact their impulsive behavior has had on educators and students.

## New FEA Website

FEA's new website will officially launch on October 15, 2025. The updated website will make it easier for members to access key resources and updates. Other resource are also available on the website through the search function. Please note that the "old" website is not monitored or checked anymore due to access issues. The URL for the new FEA website will remain the same ([feaonline.org](http://feaonline.org)).

If you are interested in seeing something on the website that isn't there, please let us know.

## e-Voting is Happening!!

SY 25-26 will see a change in how FEA handles elections; FINALLY! We are arriving in the 21<sup>st</sup> Century and will be doing all necessary elections via ELECTRONIC VOTING!

**If you do not have an email address listed with FEA, please write to FEAMembership@nea.org to add one.**

Now is the time to consider running for an elected position. Watch this space for notices and links to nominate candidates.

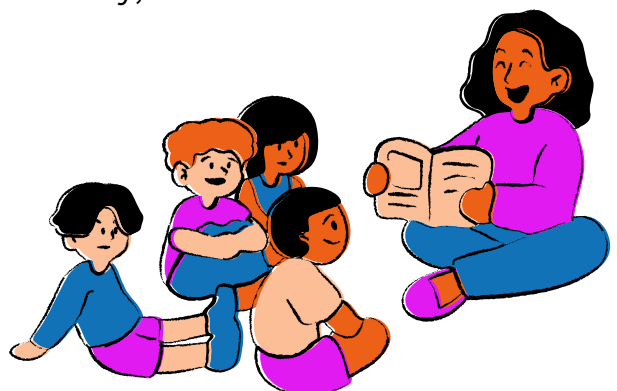
If you are interested in serving on the election committee, please send an email to Anita Lang at [FEA.Europe.AD@gmail.com](mailto:FEA.Europe.AD@gmail.com).

## UPK Ongoing Support

Last year, FEA-Europe took an active role in the start up of this program with regular meetings and reports to district and area level DoDEA administrators. We want to continue that as most of the educators are now in the second year of the program.

Creating a community to support one another will help all educators thrive. We believe some issues have been resolved, others continue, and we expect new ones have reared their ugly heads. FEA-Europe will continue to raise issues in order to maximize the experience for educators and thus, for students.

Please take a few minutes (should be less than 10) to fill out [this form](#) and let us know how it's going. Please share your experience by Saturday, October 25.



## 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 sometimes is our only one. Use ICE to be NICE too! Give shout-outs to amazing colleagues! Sign your names with pride!

Also, there are Interactive Customer Evaluations for many of the sub-agencies with whom you work. Below are some of these.

[DODEA HQ DoDEA Allowance Processing System \(DAPS\)](#)

[Employment Application System \(EAS\)](#)

[Headquarters Employees' Orientation Program \(EOP\)](#)

[Personnel Center Overall Customer Service](#)

[Processing Benefit Requests](#)

[Processing Personnel Actions \(Modern System\)](#)

[Travel Order Processing System \(TOPS\)](#)

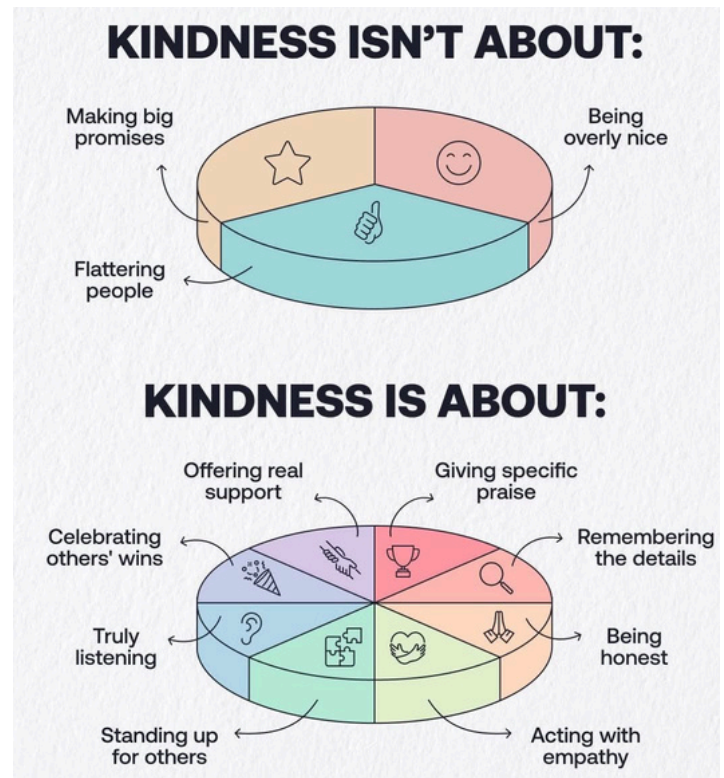
Constructive Feedback is important to improving services. ***Make time to give shout-outs to helpful team members.***

## Registered to Vote?

Voters in Virginia and New Jersey will elect a new governor this year. Voters in California go to the polls on a referendum on redistricting. Tennessee and Texas also have upcoming elections. Other states may have other items in the hands of voters.

Overseas, you ARE ELIGIBLE to vote. Go to the [Federal Voter Assistance Program](#) to register to do your civic duty and vote. Apathy does not produce positive change. Use your voice; vote.

## Graphic of the Week



## Contacts For Members

Your school leaders do an amazing job keeping us informed of issues. They can't be everywhere at once so feel free to reach out to us if you need assistance. PLEASE copy your FRS on the email so they can discuss the issue with you and, potentially, your administrator.

### Area Director:

Anita Lang- FEA.Europe.AD@gmail.com

### Europe Central District Representative:

Chris Bradeen- FEA.Europe.Central.DR@gmail.com

### Europe East District Representative:

Stephen James- UnionThugEE@proton.me

### Europe West District Representative:

Jessica Yucel- FEA.Europe.West@gmail.com

### Europe Human & Civil Rights Coordinator:

DiAnna Martinez: FEA.Eu.HCRC@gmail.com

