



# Europe Newsletter

September 6, 2025

Volume 3, Issue 3

## Pay Problems

**Mark your Calendars!! Thursday, September 18, 5:30pm BST / 6:30pm CEST**, Bill Freeman and Will Freeman, Europe's Attorneys dealing specifically with pay issues, will host a meeting open to all members and potential members. Please share this link with any Europe bargaining unit employee that you know. This is a one time only opportunity for "potential members" to hear from our pay experts, who know more about our pay than DFAS does!

[Sign up here.](#)

## Annual Pay Organizer

Long time member and pay organizer creator, Larry Tjeltveit from SHAPE ES retired last year. We wish him a long, happy and healthy retirement.

Thanks to DiAnna Martinez for stepping up to change the pay dates for the [SY 25-26 Pay Organizer](#). By taking a few minutes each pay period to fill in the organizer, you can quickly see any changes and file pay inquiries and/or grievances to get this fixed. By attending the meeting above, you will learn when and how to take what actions. Timelines MATTER!!

## NEA Today Coverage

In the most recent NEA Today magazine, page 10 has a section called *NEA in Action*. FEA is prominently recognized! We are certainly getting our money's worth from dues dollars.

### **NEA Challenges Collective Bargaining Bans**

The Federal Education Association, an NEA affiliate, filed a lawsuit challenging President Donald Trump's executive order banning collective bargaining for federal workers, including educators on military bases. The suit argues the order violates the First and Fifth amendments and is an abuse of power.

NEA President Becky Pringle affirmed the union's strong support, stating that silencing educators harms students and democracy. "We're not going to sit by silently," Pringle says.

## Litigation Update

Upon acknowledgement of the Preliminary Injunction granted to FEA by Judge Friedman, DoDEA halted the "pause," and reinstated the CBA on 18 August. Subsequently, the government appealed to the Court of Appeals for the DC Circuit for an immediate "stay." A stay means that the injunction is halted pending a decision from the court. The Court of Appeals granted the government's request for a stay of the preliminary injunction.

NEA had, until 5pm on Friday, Sept 5 to file a response brief with the 3-Judge panel arguing why the stay of EO 14251 should be vacated. The government has until 5pm on Tuesday, September 9 to file a reply brief arguing why the stay should be upheld. At that time, a three judge panel from the Court of Appeals for the DC Circuit will look at all the information and decide whether to uphold the stay or allow the Preliminary Injunction against the implementation of the Executive Order to go into effect once again.

We cannot predict what will happen next. However, we can assure our members that FEA/NEA has excellent, highly qualified lawyers representing them! Furthermore, your FEA Europe legal team stands ready and prepared to ensure that our members receive legal advice and representation when needed!

## Two Association Grievances Filed

Association Grievances [25-01](#) and [25-02](#) were filed with DoDEA as this school year began. 25-01 deals with the Unilateral Implementation of Reorganization which occurred in the last 10 days of school year 24-25 and 25-02 deals with Unilateral Changes to the Workday. Follow links above for complete Association Grievances.

AG 25-01 begins: “DoDEA violated laws, applicable rules/regulations, and the Negotiated Agreement by unilaterally and illegally implementing a “reorganization” that resulted in the elimination of Educational Technologists and Special Education (SPED) and Speech Assessors in the Association’s bargaining unit without notice to the Association. After learning of this “reorganization” from educators, the Association sent bargaining proposals and requests for notice and information to DoDEA management, but DoDEA management responded by stating “they will be held in abeyance pending the outcome of litigation over EO 14251.”

AG 25-02 begins: “DoDEA violated laws, applicable rules/regulations, and the Negotiated Agreement by unilaterally implementing work day changes to the Okinawa, Japan District schools (the Pacific South District), at the Spangdahlem Elementary School in Spangdahlem, Germany, and any other similarly situated schools in the Association’s bargaining unit without notice to the Association.”

### Current Member- Autopay



Enroll or Change Payment Method

Membership Coordinator, Julie Kennedy, from Stuttgart Elementary School created these QR codes to help newbies sign up and returning educators add a payment method for membership. Please share this newsletter with all newbies, using private email, and encourage them to join the good fight! We have right on our side. **#StrongerTogether**

## 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 improved services. Take time to give shout-outs to helpful team members.

## Thank You

### New Members-Join Now



Join & Set Up Autopay

## Upcoming Elections

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. FEA-Europe intended to do this last year but waited for assurance that the Department of Labor would recognize the results.

There will be both National Elections as well as local elections, all held electronically. The contract entered into allows for ALL elections to be done with way, including local officers and even FRSs! The Europe Area Council is in the process of establishing timelines for each of these elections to be published shortly.

National Elections include the Area Directors for each of the three regions; Europe, Pacific, and Stateside.

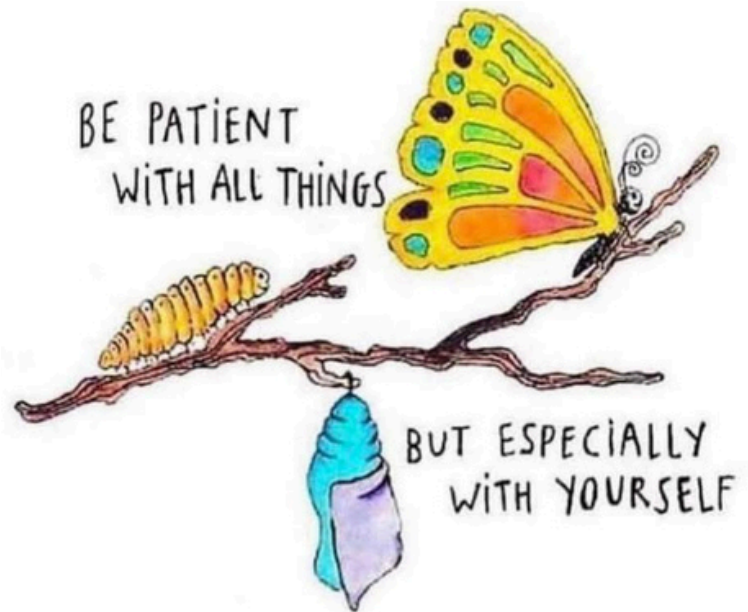
Local elections will include:

- District Representatives
  - Europe Central
  - Europe East
  - Europe West
- Europe Human & Civil Rights Coordinator
- District Human & Civil Rights Coordinators
- Delegates to the NEA Representative Assembly
- Local boards (President, Vice-President, Treasurer, Secretary, etc.)
- School level leaders
  - FRS
  - FR (if not appointed)
  - FR-HCR (if not appointed)

Now is the time to think about 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.

## 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

## Sad News

Alex Veto, long time FEA-Europe leader passed away last week. Alex was the District Representative in the region now known as Europe East and back when Europe had two Area Directors, Alex was one of the two, representing many schools throughout Germany. We wish his family peace as they navigate this difficult time.