

APPENDIX C

**Memorandum of Understanding
Between
Federal Education Association
And
Department of Defense Education Activity**

The parties enter into the following arrangement. Regarding Article 40, Dues Withholding, Section 6, the following will go into effect when the Negotiated Agreement goes into effect:

"A. Employee Member Longer Than One Year

An employee who has been an Association member for more than one year may terminate their membership by giving written notice via a properly filled out SF 1188 at any time. Dues cancellations will become effective at the beginning of the second full pay period after receipt by the Agency.

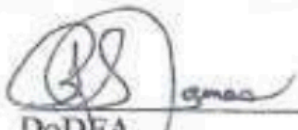
B. Employee Member Less Than One Year

An employee who has been a member of the Association for less than one year may request to terminate their membership during the first year by signed written notice via a properly filled out SF 1188 at least two pay periods prior to the employee's first anniversary date of joining the Association. Such timely received notice will become effective on the day prior to the employee's one-year anniversary date of joining in order to prevent the employee from being a member for more than one year."

However, should the FLRA or other body take action to reverse the interpretation in case No. 0-PS-34, Office of Personnel Management, 71 FLRA 571, the above language shall be struck and the below language will be adopted:

"No later than September 1st of each year, educators may request cancellation of labor organization dues by submitted a SF 1188 to the payroll office. Proper completion and timely submission of the SF 1188 is the employee's responsibility. If the SF 1188 is late (received after September 1st), it processes for the next school year."

This MOU will have the same duration as the Negotiated Agreement.


DoDEA
Ronald S. James

March 22, 2023
Date


FEA
Richard Tarr

March 22, 2023
Date