FEA Members Among Millions Impacted By OPM Data Breaches

The aftermath of a pair of data breaches into OPM records continues to cause confusion and concern for DoDEA employees and millions of others as the 2015-2016 school year gets underway.

In June, the Office of Personnel Management (OPM) sent notices to millions of federal employees potentially affected by the initial data breach. Those notices were sent to the work e-mails of most employees or, for individuals whose e-mail address OPM did not have, a written letter was sent to their physical address of record.

The e-mails came from “opmcio@csid.com”, prompting criticism of OPM for using a non-government e-mail address that many employees would likely ignore or delete since it came from a previously unknown source.

The notifications provided employees with information about identity theft insurance OPM had arranged automatically for those potentially affected by the data breach. Those notices were sent just prior to the end of the DODDS school year, FEA voiced concerns to OPM and DoDEA that our overseas members potentially affected by the data breach may not receive their notifications until they returned from summer break.

In response to requests from FEA and others, OPM and CSID set up telephone numbers employees could use to call in to register for services.

Those numbers are (from the U.S.) 844-777-2743 and (international collect calls) 512-327-0705.

DODDS employees were also told, because of their difficulty in accessing government e-mail or receiving forwarded postal mail over the summer, they could call the numbers to learn whether they were on the list of potentially affected employees. Long wait times and operators not fully briefed on how to handle calls from DODDS employees, however, made it difficult for many employees to get the answers they were looking for.

As a result, many DODDS employees are returning to their overseas posts unaware whether they are affected by the data breach.

FEA urges all members, especially those overseas who had no access to government e-mail over the summer to carefully read through all e-mail messages received this summer as well as all postal mail held for you, to see if a notification was sent to you. Again, e-mail notifications would come from “opmcio@csid.com”.

Since the announcement of the initial data breach, OPM revealed a second, larger breach, raising the number of potentially affected to over 20 million people. That second breach affected mostly individuals who had undergone government background checks, including many who were never actually hired by the government.

The announcement of that second breach prompted OPM to temporarily take down its e-QIP system for background checks on federal employees, including DoDEA workers, though OPM said this was done purely as a preventative measure.

At press time for the FEA Journal, OPM was in the process of contacting individuals affected by that second breach and informing them of services that would be provided to them as well.

Visit feaonline.org to learn more.

Not Impacted By OPM Data Breach But Still Want ID Theft Protection? Check Out NEA Member Benefits

Even if you were fortunate enough to not be affected by the OPM security breach, you may still want to take steps to monitor your personal information and make sure no one is trying to steal your identity.

Through the NEA Identity Theft Protection Program powered by LifeLock, NEA members can take advantage of an exclusive offer with LifeLock, a leader in identity theft protection, to receive significant savings on the company’s services.

NEA members will get 30 days of LifeLock identity theft protection at no-cost and receive a 10 percent discount off LifeLock membership. LifeLock offers three levels of protection, some of which include credit monitoring.

To learn more, go to neamb.com/idtheft, use code NEA15MEMBERS to obtain your trial month and discount.
The theme of this year’s NEA Representative Assembly was “Unite – Inspire – Lead.” It is not by chance that “unite” is the first word of that theme. It is by standing together that we are strong and can do our best work. It is our collective voice that can be heard.

When we speak with the voice of NEA, we speak with the voice of nearly 3 million members. When the NEA is activated, that voice can be powerful.

We have used that voice in fighting off harmful legislation, in keeping our schools open during government shutdowns, and keeping our members from being furloughed.

Unfortunately, there is a very real possibility we will face those threats again, so we must be prepared, we must be strong and we must be united.

As we begin another school year, I invite you to join with FEA as we stand up for employees and for students.

It is my long held belief that you cannot separate teachers’ working conditions from students’ learning conditions. They are one in the same.

In addition to coming together with our NEA family, the RA also gives FEA a chance to bring members together from all over the world for our Annual Meeting. In that meeting we were able to share issues, concerns and brainstorm solutions with members and leaders.

We were fortunate to again have the DoDEA Director, Tom Brady, spend several hours with our delegates, giving us an update on our system as well as taking questions from the delegates. Working together, your representatives voiced concerns about the continued onslaught of new tasks and initiatives, the time demands of the BAS, AdvancEd and other concerns. Delegates also spoke of the importance of the transfer program, of uninterrupted planning time, and of job-specific training for our diverse roles.

FEA believes in giving building-level educators a say in how our students are educated. We believe the voice of the practitioners, not the theorists who have not been in a classroom in years, must be heard. We continue to stress that feedback from schools is necessary to good decision making. We also believe that students are not well served by teachers who are overburdened with countless initiatives, meaningless paperwork, and data collected for data’s sake.

As we move forward with contract negotiations for our overseas schools, WE will be the voice of educators at that table. DoDEA Headquarters will have their usual roster of LMER and lawyers, with the occasional educator with distant classroom experience. We will speak for those who do the work every day with students: teachers, counselors, nurses, ET’s, media specialists and other educators who understand our students and our schools.

If you are an FEA member, I thank you for standing with us. If you are not yet a member, I urge you to join with us to support students and staff; to add your voice to ours as we speak out for what’s best for school-level employees AND for students. We want to insure the best possible working conditions for our educators so that students can have the best possible learning conditions. Our students, AND our employees deserve nothing less.
“If I’m a man or woman in uniform in Afghanistan right now, the notion that my spouse back home is having to worry about whether or not our kids are getting the best education possible, the notion that my school or my children on an Army base might be disrupted because Congress didn’t act, that’s an impact.”

The comment above was made by President Obama during a March 1, 2013, press conference. At the time, the government was on the verge of undergoing painful budget cuts mandated by the sequestration process.

Those cuts eventually led to a two-week government shutdown and furloughs for most federal workers.

Thanks in large part to lobbying by FEA/NEA, DoDEA schools remained opened throughout the shutdown and classroom-level educators were not furloughed (though many ESPs and most of DoDEA headquarters were furloughed for several days). As evidenced by President Obama’s comment above, our schools were deemed too important to the military community to be shut down.

The fact that President Obama specifically cited our schools as an example of the hardships caused by shutdowns and furloughs is not happenstance. NEA, at FEA’s behest, did a fantastic job of making sure leaders on Capitol Hill and the White House were aware of the potential impact on DoDEA schools. NEA used its strength to spread the word and make sure leaders knew that our students should not be pawns in their political games.

That strength by the way, came from you and the roughly 3 million other NEA members who allow our association to speak with one powerful voice for educators and students. Without the unity forged by membership in their professional association, those 3 million voices would have been disparate cries for help. Together, they were a unified call for action.

That is the power of unity and the reason some want to destroy organized labor! The budget crisis of 2013 was eventually ended by a bipartisan deal that curtailed sequestration cuts for two years. That deal, however, is about to expire and, as I write this in late July, there is talk yet again of another potential stalemate over budget cuts.

At this writing, it is anybody’s guess whether these threats will fester and grow into another full-blown showdown over the budget. Many members of Congress feel they suffered no political backlash as a result of the last shutdown and furloughs, and they seem anxious to repeat the process.

If that should happen, you can be assured that FEA and NEA will use whatever influence your membership affords us to stand up once again for DoDEA students and school-level employees. We will again use our power.

How strong will that power be? That is largely up to you and your fellow educators. If we stand together, we have seen that we can accomplish great things. If we speak with one voice, we can make it clear that we will not allow opportunistic politicians to do more harm to public education and subjugate public employees.

With your support, FEA pledges to do its part to make those “ifs” a reality.
FEA State Dues in SY 2014-2015* remained unchanged from the previous year at $398. From that amount, funds used to support the FEA Headquarters operating budget were $244.74, down from $250.40 in SY 2013-14.

**Breakdown of the $398 FEA Dues for 2014-2015***

- **Professional Services** $9.30
  Negotiations, arbitrations, insurance and outside legal assistance when necessary.
- **Communications/Publications** $5.38
  FEA Journals and other publications, BOD minutes, FEA Web site.
- **Governance** $39.17
  Expenses for At-Large officers, FEA BOD meetings, elections, funding for state delegates to the FEA Annual Membership Meeting/NEA convention, training for FEA leaders, and benefits and expenses for the FEA President.
- **Personnel** $175.23
  Salary, benefits, and expenses for the staff in the FEA Washington office.
- **Administration** $15.66
  Office equipment, maintenance, and supplies. It also includes audit services, legal publications, and membership promotional items.
- **Regional Dues Allocation** $153.26
  These funds remain in the individual FEA regions (Stateside, Europe, Pacific) to support their operations. In addition, a portion of local association dues is returned to the region. Local association dues do not come to the FEA Headquarters office.

**NEA, the National Education Association, is the parent organization of FEA. There are also NEA affiliates in all 50 U.S. states. The NEA is America’s leading proponent of quality public schools and a quality education for all children.**

**Breakdown of the $183 NEA Dues for 2014-2015***

- **Strong Affiliates for Great Public Schools** $20.52
  Build key over arching systems to enhance affiliate capacity to organize, engage and empower members to fend off attacks on their rights and to improve public education, with emphasis on ballot measures and legislative initiatives. Provide financial support, technical assistance, field support, member engagement support, communications support, partnership brokering and facilitate the sharing of best practices throughout the Association.
- **Uniting the Nation for Great Public Schools and Leading the Profession** $11.30
  Develop meaningful partnerships with school sites, local affiliates, and state affiliates to move an Association-led, student-centered agenda focused on quality and equity, with a special emphasis on the quality of the professionals, the quality of professional practice, the quality of student learning, and the quality of educator and Association leadership.
- **Research, Policy, and Practice** $3.77
  Provide support to affiliates in efforts to expand, improve, and enhance pro-public education policy, improve practice, teaching and learning conditions, standards, workforce quality, and priority schools. Provide specific attention to policies related to ESP and Higher Education.
- **Organizing and Operational Support to Affiliates** $51.07
  Support the UniServ program, test effective value propositions for all membership classes, develop a culture of organizing to drive more effective member recruitment, retention, and relevance and by doing so, build Association and member capacity.
- **Member Advocacy and Outreach** $11.97
  Harness the incredible power of members to engage in and advocate for NEAs pro-public education agenda, policies, programs, and recommended candidates. Engage partners, particularly in the ethnic minority communities, in advocacy for laws and policies that enhance the lives of and protect the rights of our members, while improving public education within the pursuit of social justice.
- **Legal and Insurance Support** $19.74
  Implement advocacy programs for members including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability insurance, and a $1 million per member Educators Employment Liability insurance program.
- **Communications** $17.18
  Meet the communications needs of the Strategic Goals and ongoing everyday operations that reach all key audiences in the most effective way. Provide customizable communications with applicability and utility for affiliates and align perennial NEA signature programs and publications to highlight work to improve public education.
- **Business Operations** $38.58
  Provide business operations to ensure organizational effectiveness through technology, infrastructure, financial services, facilities services, and human resources to serve the needs of affiliates and members.
- **Governance** $7.31
  Implement an inclusive, engaged governance process that fosters member participation and democratic decision making through such governing bodies as the Representative Assembly, NEA Board, NEA Executive Committee, and NEA committees and task forces.
- **Contingency** $1.96
  Provide funding for emergencies at the national, state, or local levels.

No dues dollars are used to support NEA Member Benefits programs.

*2014-2015 figures are used because they were the most current numbers available at the time this publication went to press.*
Details for Payment of Pay, Benefits Owed Under Salary Freeze Suit Being Finalized

It is expected to take roughly 18 months for the government to fully implement a federal judge’s ruling in FEA’s favor, saying DODDS illegally froze salaries for its employees for part of 2014.

Payment of back pay and adjustments to various benefits will be made to the employees covered by the case, the government contends, but calculating the amounts to be paid to so many individuals will take time.

In April, a judge for the U.S. Court of Federal Claims, sided with FEA in a lawsuit alleging that DODDS acted improperly by maintaining a freeze on its employees’ salaries through the end of the 2013-2014 school year, despite the freeze having been lifted for all other affected federal employees on January 1, 2014.

As a result of FEA’s successful suit, the federal government must issue back pay with interest to its employees whose pay remained frozen between January 1, 2014 and July 31 of that same year. In addition, the government must pay retroactive adjustments to benefits such as Post Allowances, Post Differentials and TSP contributions that should also have increased on January 1, 2014.

Pension calculations for employees who retired since January 2014 will also have to be adjusted to reflect the higher salary figures that should have been used.

The back pay and benefits/pensions adjustments will be owned to any employees who were in FEA’s DODDS bargaining unit between January 1, 2014, and July 31, 2014, regardless whether they are still in the system currently.

In addition, FEA has supported the idea of extending the settlement beyond our immediate bargaining unit to include employees who had been in the Mediterranean during that period in 2014. The government has indicated a willingness to do so.

DDESS employees were never subject to the federal pay freeze and, therefore, are not owed the back pay and benefits (except for those currently in DDESS who were employed in DODDS between January and July 2014).

FEA will continue to work with government agencies to see that affected employees receive all that is due to them as quickly as possible.

Visit NEA Member Benefits’ Retirement Planning Center

The Retirement Planning Center available through NEA Member Benefits is a fantastic resource for FEA members regardless where you are in your career.

The site, neamb.com/retire, provides information and resources for members in four stages of retirement planning:

- **Starting Out:** introducing you to various savings options and investing basics.
- **Building Your Nest Egg:** includes tips for maintaining your long-term retirement strategies.
- **Approaching Retirement:** helping you address the questions that need to be answered and decisions that need to be made as you approach retirement age.
- **Enjoying Retirement:** helping you figure out the answers to “now what?”

The Retirement Planning Center also offers monthly tips on retirement issues, answers to common retirement-related questions, and a glossary of investment and retirement terms.

In addition, as an FEA/NEA member, you can access at no additional cost the monthly Kiplinger’s Retirement Report, provided by Kiplinger’s Personal Finance Magazine.

You can also sign up for the NEA Retirement E-Newsletter, providing monthly tips on retirement, Medicare, Social Security, taxes, investing and more.

Visit the Retirement Planning Center at neamb.com/retire today and take advantage of all the resources available to you as an FEA/NEA member.

Recently Retired? Be Sure to Let Us Know

If you have signed up for FEA/NEA Pre-Retired membership and you have recently retired, or plan to do so soon, please let us know by sending an e-mail to feaadmin@nea.org.

FEA cannot switch your status from Active to Retired unless you inform us of your retirement date.

Please do not assume that we know when you will retire. Send us a message so we can update your status and activate your Retired membership.

If you would like to learn more about Retired or Pre-Retired membership, go to feaonline.org/join/why/retired.htm

FEA turns 60 in 2016!

Help up celebrate by sharing your favorite memories of your time in FEA/DoDEA.

Got a great photo of yourself and your fellow members?

A story about an Association event or time FEA was able to help you?

Please send them to us at fea@feaonline.org
ATTENTION FRSs, LOCAL PRESIDENTS AND OTHER SCHOOL LEADERS:

Please remember that FEA Election Guidelines require you to post and/or distribute all campaign materials received in the exact same manner for each and every candidate.

1. Candidates can now use their PERSONAL e-mail to correspond with and send election forms to the FEA Nomination Chairperson. The FEA Election e-mail address is: FEAelections@gmail.com. Candidates may forward their nomination forms, Official Acceptance and Biographical Information/Mailing Label and Mail Restrictions Forms, and candidate picture to this e-mail address. It is the candidate’s responsibility to confirm this information is received by the Nomination Chairperson.

2. The Election Process will begin earlier in the school year to allow more time for members to vote and to complete the election tally in March (instead of April). Please be sure to pay close attention to the amended deadlines. The nomination form deadline is October 28, 2015; and the candidate photo deadline is November 20, 2015.

3. Candidates cannot use the FREE MPS to send out campaign literature. For more information, please see section C.1. of the FEA Election Procedures (available from your FRS or www.feaonline.org).

4. Candidates will be provided with two sets of membership labels and two sets of leadership labels to be used only to mail campaign literature to members/leaders.

5. Candidates who do not wish to use MPS to mail their campaign literature may elect to use a mail house, selected by FEA’s Washington office, to print and mail their campaign materials at their own expense. See section C.2 of the FEA Election Procedures for additional information.

6. Membership and leadership labels which are not used by the candidate must be returned to the FEA Washington office. Candidates may, at their option, decline one or more sets of labels by notifying the FEA Washington office in writing.

7. All candidates must sign a statement agreeing to use the labels provided by the FEA Washington office only for purposes of their own campaign. Please see Official Acceptance and Biographical Information/Mailing Labels and Mail Restrictions Form for more details.

8. Per a motion by the FEA Board of Directors, the person holding the office of FEA President must reside in the Washington, D.C., commuting area. Please note that the FEA President receives up to $69,940 per year for housing and benefits.
NOMINATION FORMS FOR FEA AT-LARGE BOARD SEATS

Any FEA Active Member may use these forms to nominate herself/himself or another Active Member for office. Simply clip along the dotted line, fill out the necessary information, and mail or e-mail your form. Be sure to use the appropriate form and mail or e-mail it to the Nominations Chairperson at the address below, prior to the October 9 deadline. E-mail messages sent without a completely filled out nomination form will not count as a nomination. The use of government e-mail or other equipment for any FEA election activity is prohibited. If a nomination form is sent from a government e-mail address it will be considered invalid.

**OFFICIAL OPEN NOMINATION FORM A**
(Self-Nomination)

I, ____________________________, do hereby nominate myself for the office of:

______ President
______ Vice-President/Secretary-Treasurer*
______ Human and Civil Rights State Coordinator
______ NEA Director

* During the last at-large officer elections, in 2013, the FEA membership amended the FEA constitution to combine the two separate positions of Vice-President and Secretary/Treasurer into one position (Vice President/Secretary-Treasurer). The change takes effect with this school year’s at-large officer elections.

______________________________        __________________________
Signature                              Date

Personal (Non-DoDEA) E-mail Address
Mailing Address

______________________________        __________________________
Home Phone                              Duty Phone

Requirements set forth for BOD officers: Must be an Active member of FEA (either full-time, half-time or part-time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession.

MAIL THIS FORM TO: WILHELMENA H. SAPP NOMINATIONS CHAIRPERSON 420 SHORELINE DR. FAYETTEVILLE, NC 28311-1280

OR SCAN AND E-MAIL IT TO: FEAelections@gmail.com

A backup copy may also be mailed to the FEA Washington Office; ATTN: Elections; 1201 16th Street, NW; Suite 117; Washington, DC 20036. Forms may also be faxed to the FEA Washington office at 202-822-7867.

**OFFICIAL OPEN NOMINATION FORM B**
(Nomination of Another FEA Active Member)

I, ____________________________, do hereby nominate ____________________________ for the office of:

______ President
______ Vice-President/Secretary-Treasurer*
______ Human and Civil Rights State Coordinator
______ NEA Director

* During the last at-large officer elections, in 2013, the FEA membership amended the FEA constitution to combine the two separate positions of Vice-President and Secretary/Treasurer into one position (Vice President/Secretary-Treasurer). The change takes effect with this school year’s at-large officer elections.

______________________________        __________________________
Nominee’s Signature              Date

Nominee’s Personal (Non-DoDEA) E-mail
Nominee’s Mailing Address

______________________________        __________________________
Nominee’s Home Phone               Nominee’s Duty Phone

Requirements set forth for BOD officers: Must be an Active member of FEA (either full-time, half-time or part-time). Thus, each candidate must fulfill the requirements of unified membership in the United Education Profession.

MAIL THIS FORM TO: WILHELMENA H. SAPP NOMINATIONS CHAIRPERSON 420 SHORELINE DR. FAYETTEVILLE, NC 28311-1280

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**2015-2016 FEA ELECTION SCHEDULE**

- **October 9, 2015**
  - Deadline for receipt of Nomination Forms.
- **October 28, 2015**
  - Deadline for receipt of Official Acceptance and Biographical/Mailing Label and Mail Restrictions Form.
- **By November 4, 2015**
  - FEA Director of Administration sends the list of candidates to the BOD, FRSS, and all candidates. Candidate list posted on the FEA website.
  - FEA Administrative Office sends all candidates notice of certification of their candidacy and election information.
  - FEA sends all candidates two sets of mailing labels for FEA leaders and guidelines for mailing campaign materials to leaders.
- **By November 20, 2015**
  - Deadline for withdrawal of nomination if candidates do not wish to have their name printed on the ballot.
- **By December 1, 2015**
  - FEA Administrative Office sends all candidates two sets of labels for worldwide membership and guidelines for mailing campaign materials to members.
- **By January 15, 2016**
  - FEA Administrative Office mails Sample Ballot Packet to FRSSs, Local Presidents and Area Directors.
  - FEA Administrative Office mails Ballot Packets to active membership.
- **February 19, 2016**
  - Local Presidents, FRSSs and Area Directors may reproduce ballots for those members who have not received theirs.
- **March 23, 2016**
  - Deadline for receipt of ballots.
- **March 24 and 25, 2016**
  - Votes tallied.
- **March 25 or 28, 2016**
  - Election results posted on FEA Web site within 24 hours of tally.

**Forms MUST be received by October 9, 2015.**
When it comes to seeking new insights for growth in her profession, Netzaberg Middle School educator Alina Rozanski has been to the mountaintop – literally!

Rozanski spent nine days this summer touring Peru as an NEA Foundation Global Fellow. She earned the right to participate in the program after she was named FEA’s 2015 nominee for the NEA Foundation Awards for Teaching Excellence.

As a Global Fellow, Rozanski has spent the past year taking advantage of professional development offerings from the NEA Foundation and its partners designed to help participants integrate global issues into their classrooms via project-based learning.

Rozanski said the time spent with 30 of her peers in the Global Fellows program from around the U.S. was a once-in-a-lifetime experience.

“The side conversations were amazing and fruitful, and reminded me of why the in-person, week long, professional development DoDEA trainings of old were so great and why two days of teleconferencing with a talking head just doesn’t do the same thing,” Rozanski says.

The tour took Rozanski to Lima and multiple locations in the Andes region of Peru, where she met with local educators, as well as government and business leaders.

One of many highlights for Rozanski was the group’s visit to Pumamarca, a rural village in the mountains above the region of Cuzco (home of Machu Picchu).

The village had long suffered from high alcoholism, malnourishment and a lack of schools for its children. But, with the help of a non-governmental agency working to help poor communities in Peru, Pumamarca has transformed itself in just seven years into a stable, self-sufficient community.

Rozanski says she was left wondering: “When people can do so much with so little, why am I doing so little with so much.”

The visit to Pumamarca also provided Rozanski with her favorite quote from the Peru visit, from a teacher in that rural village.

“As we discussed our common desires to find the best ways to differentiate our teaching, (the teacher) said, ‘You can’t force the rhythm of a child’s learning.’ If only those pushing the holiness of standardized tests understood this,” Rozanski says.

The visit to Peru also emphasized to Rozanski the need for educators to help make sure their students are globally competent.

“One such example was our meeting with the General Manager of General Motors Peru,” Rozanski says. “Hearing him talk about the traits he needs in employees of a global company – open mindedness, ability to see patterns and trends, eagerness to learn, analytical, foster debate and discussion – I can easily see how I can foster or dampen those traits in my students.”

The experience of being an NEA Foundation Global Fellow has been wonderful, Rozanski says, and she encourages other FEA members to nominate themselves for the NEA Foundation Awards for Teaching Excellence so that, if selected to represent FEA, they can participate in the program as well.

Nominations for the NEA Foundation Awards will be opened later this school year. Look for the announcement in the FEA President’s Report and from your FEA Area Director.
FEA Delegates Heat Up Orlando

FEA members from far and wide converged on Orlando this summer to attend the FEA Annual Membership Meeting and NEA Representative Assembly. You can learn more about this year’s meeting at ra.nea.org.

The 2016 meetings will take place in Washington, DC, next June and July. Elections for delegate positions to the 2016 NEA RA will take place later this school year. Contact your FEA Area Director for more information about running as a delegate.

Thanks to all who attended this year’s meetings. See you next year in DC!

NEA Executive Director John Stocks (seen here with FEA Stateside delegates Joan Montgomery, Diane Gibbs and Grace Merkle) wowed the FEA delegation with a surprise visit and thanked them for their dedication to student learning.

Okinawa delegate Pete Soto listens intently to the debate during the NEA-RA in Orlando.

The attendees at the FEA Annual Membership Meeting had the opportunity to question DoDEA Director Tom Brady on a variety of issues during his visit to the meeting.
Notice for Members Wanting to Cancel Dues Deduction

Any FEA member who wishes to cancel payroll deductions for their SY 2015-16 Association dues must submit a Cancellation of Payroll Deduction for Labor Organization Dues, Form SF 1188, to the appropriate location.

In Europe and Stateside, the forms should be submitted to the Customer Service Representative (CSR) at your District Office. In the Pacific, submit the form to your FEA membership chair. The SF 1188 form is available from your school secretary or the CSR.

There is a limited time at the beginning of the school year when such payroll deductions can be halted. If you miss the deadline, your FEA dues will continue to be deducted from your pay throughout the remainder of SY 15-16. Check with your FEA building representative to learn the deadline for submitting the SF 1188 if you wish to halt dues deductions for the current school year.

To ensure you are complying with all local requirements, please check with your FEA building representative about this procedure.
Questions About NEA Member Benefits? Call or Go Online!

The NEA Member Benefits program provides many programs and services to FEA members. Please contact Member Benefits with questions about any of their services using the following toll-free numbers in applicable areas:

**Stateside**

1-800-637-4636

**Overseas**

First dial the AT&T Direct Access Code

In Germany and UK 0800-2255288

In Japan 00539-111

Then dial Member Benefits at 800-893-0396

And don’t forget the Member Benefits Web site. You can access information on all of NEA-MB’s programs, get current rates on CDs and investment funds, and sign up for other services.

www.neamb.com

The JOURNAL is a quarterly publication of the Federal Education Association. Contributions, letters, photographs and other submissions to the JOURNAL are welcome and should be sent to the address below.

Gary Hritz, Editor
H.T. Nguyen, Executive Director
Chuck McCarter, President
Michael Priser, Vice President
Anita Lang, Secretary/Treasurer
Brian Chance, NEA Director
Mimi Cuadrado, Europe Area Director
Alex Veto, Europe Area Director
Lisa Garmon Ali, Europe Area Director
Randy Ricks, Pacific Area Director
Jane Loggins, FEA Director for DDESS

Federal Education Association • 1201 16th St. NW, Suite 117 • Washington, DC 20036 • 202-822-7850 • Fax: 202-822-7867

fea@feaonline.org • www.feaonline.org
FEA members at Fort Stewart participated last spring in NEA’s National Diversity Training Seminar. Members were engaged in understanding diversity, valuing diversity, and working differences. Understanding Diversity, developing cultural identity, teaching to understanding diversity, developing cultural identity, teaching to American Education Week

15-21
Washington, DC

FEA Board of Directors Meeting

10-20

Fea Pacific Leadership Council Meeting

19-21

FEA Stateside Area Council Meeting

18-19

FEA Europe Area Council Meeting

16-17

November

September

Understanding Differences

Use this ID Number to Log in to www.feaonline.org

Possible NEA HCR training opportunities in your area.

Contact your FEA Human and Civil Rights Coordinator for credit. Contact your FEA Human and Civil Rights Coordinator for credit.