

Tom Brady
Director, DoDEA
Sent via counsel: January 13, 2020

Mr. Brady,

On behalf of the members represented by the Federal Education Association – Stateside Region, I am calling upon you to abandon plans to appeal the recent arbitrator’s decision that declared your Agency’s unilateral contract implementation illegal and order your team to return to the bargaining table.

Doing so is not only the legally prudent thing to do, it is the decent thing to do given the extremely stressful and toxic atmosphere your Agency’s illegal implementation has caused.

Halting the illegal implementation of the unpaid 24 hours of extra duty time per quarter now and ending other illegal contract practices will save the government millions – probably tens of millions – in backpay and interest that will otherwise continue to accrue to employees if they are forced to go on working under your illegal contract while an appeal is pursued.

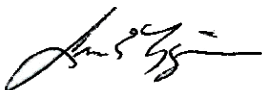
You may not realize this but a majority of your school-level teaching and support staff in Stateside schools are military spouses, many of whom now have family members deployed overseas. These individuals are suffering enough stress and anxiety without DDESS adding to it. It is time for you to show some true leadership and stop the damage inflicted by your agency: damage to the working and learning environments; damage to employee morale; and damage to the quality of learning our students are receiving.

You can stop all of this right now by ordering your Agency to comply with the arbitrator’s ruling, abandon any plans to prolong the legal process by filing an appeal, and begin treating your employees with the respect they have earned.

Or, you can continue attacking your employees, treating them as adversaries rather than professionals, and hiding behind legal processes to prolong the damage.

The choice is yours. I ask you to do the right thing now for your students, your employees and your school system: stop defending your Agency’s illegal actions and work with us to rebuild the positive and productive environment our students deserve.

Sincerely,



Jane Loggins
FEA Director for DDESS