

Reflections on Nov 7, 2017

By Barbara Allen,
Government Relations Chair

As I am writing the first words of this article, it is November 9, 2017. Wow, what a week it has been! Clearly, the election was a huge surprise in many ways, no matter what your political persuasion. To be forthright and of course truthful, most of you who know me, know that I am a good old yellow-dog-Democrat. I spend a lot of time organizing my precinct so it performs amongst the best. I communicate with the neighbors within my precinct; I alert them of certain upcoming events and certainly encourage them to participate in whatever way works best for them. We are teachers; and we know how to organize, be it the classroom or a political community. But, this past year has been a tough one in the political arena. So, my hopes for this week were that we would squeak out a win of two or three percentage points for the top three candidates, Governor, Lt. Gov. and Attorney General, and hope they would lead us toward better healthcare, increased funding for

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Mark Your 2017 Calendar!

Govt. Relations Team (GRT)

Meeting—Thurs, Jan 11, FEA Office

VEA-R Online Voting—noon, Jan 24-noon, Jan 26

VEA-R Lobby Day—Thurs, Jan 25, Richmond

NEA Organizing Conference—Mar 17-19, Grand Hyatt, Chicago

VEA Convention—Apr 19-21, Hampton

FEA-R Luncheon—Tues, May 8, FEA Office

NEA-R Annual Meeting—June 28-29

NEA Convention—June 30-July 5, Minneapolis

Statewide VEA-R Member Meeting—Oct 8-10, Natural Bridge Historic Hotel & Conference Center

Join us for Lobby Day Jan 25 Make your voice heard!

ALL FEA-R and FCRE members are encouraged to join in this year's bus trip to Richmond to lobby our legislators. With the many wins among our endorsed candidates, our voices have the potential to be heard more loudly and clearly as we stand up for our legislative agenda! The bus will stop at three different places to pick up participants along the way.

Stop #1 is the parking lot at the Fair Oaks Mall, between poles 55 and 58. You can see the Mantech Building sign from poles 55-58, but that building **IS NOT** on the Fair Oaks Parking Lot property. The bus will leave that area at 6:00 a.m.

Stop #2 is the parking lot of Little River United Church of Christ at 8410 Little River Turnpike, Annandale, across from Northern Virginia Community College. The bus will leave for Richmond from there at 6:30 a.m.

Stop #3 is the Cracker Barrel, just off Rt. 95, at 17115 Dumfries Road, Dumfries, VA. The bus will leave from the Cracker Barrel between 6:50 and 7:00 a.m.

Briefing on the latest issues will be given by VEA staff members, **ON the BUS, in the parking lot behind the VEA office in Richmond. VEA retirees from around the state who would like to join us there, will be welcome to board the bus at the VEA office parking lot.**

Retirees will meet with legislators during the morning after the briefing. The General Assembly Building will be closed for renovation during the next four years!! We will be meeting our legislators in the Pocahontas Building about a block away. We will be able to eat lunch before our return home in the cafeteria across the street in the Sun Trust building.

The bus will leave the Richmond area by around 3:00 and will return sometime between 5:00 and 6:00 to the stops that were made in the morning.

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FEA-R Members Running for VEA-R Positions

Vote online in January!

All members are urged to vote for our local candidates for positions on the VEA-R Council. Electronic voting begins at noon on January 24 and ends at noon on January 26. To vote, go to www.veanea.org and click on Member Center at the top right where you will find the link to Elections. You will need your member number, which can be found on the address label of this newsletter or any NEA or VEA publication or on your membership card. If you have any issues, call the VEA at 1-800-552-9554.

Members may instead request a paper ballot by contacting brackley@veanea.org. Your paper ballot must be postmarked by the close of business, January 23, to be counted.

Please support your local candidates to represent your concerns on the state level! The following FEA-R members have been endorsed by the FEA-R Council for the following seats:

VEA-R Council President

Dennis Pfennig

District 6 Congressional Seat

Cheryl Perry

District 8 Congressional Seat

Kathy Davis

District 10 Congressional Seat

Marlene Parker

FEA-Retired

3917 Old Lee Highway, Fairfax, VA 22030

Tel: 703.352.7300 Fax: 703.359.2982

www.fairfaxea.org

FEA-Retired Council 2017-18

Mimi Dash, President

Kathy Davis, Vice President

Barbara Allen

Karen Beasley

John Duncan

Walt Miika

Cheryl Perry

Larry Armentrout

Cheryl Binkley

Leon Haynie

Marlene Parker

Dave Thomas

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education, protection of our immigrant populations and continuation of economic growth.

The astonishing revelation came late on Tuesday night as I was trying to track the crawl at the bottom of the TV screen. So many new candidates were flipping seats from red to blue and from male to female! Amazing! The true picture came on Wednesday morning when there seemed to appear the possibility of taking a majority in the House of Delegates!!! Truly astonishing. Well, I may have gotten a little overzealous, because the challenges continue. I think that will probably not happen, but it will be very close. That, my friends, was not on anybody's radar screen that I know...including the brilliant political analysis of Larry Sabato from UVA.

I have received so many positive emails with people sharing that this is the first time in a year they feel there is hope for our country or that they haven't awakened in the middle of the night worrying because of the administration presently in the White House. Right here in Virginia may be the beginning of a wave toward a more positive, safer, less hateful future for our country. I hope so.



Annual Spring Luncheon May 8

The annual FEA-R Luncheon featuring a catered lunch and presentation by new FCPS Superintendent Scott Brabrand will be held on Tuesday, May 8, at noon at the FEA Office.

Be sure to mark your calendar for this special event! It will be an excellent opportunity to reunite with old friends and to ask our superintendent any questions that you may have about the school system in general and substitute teaching and retiree benefits in particular. **Look for details in the April newsletter!**

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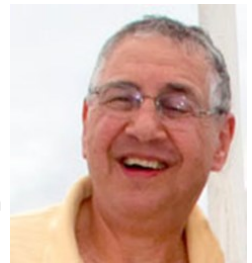
All retired teachers and education support persons are invited **AND ENCOURAGED** to travel to Richmond and visit with our Northern Virginia legislators. Don't feel like you must be an expert on the issues to qualify as an education retiree lobbyist. Join us for an interesting and **FUN** day. Learn what we do and **WHY** we do it.

If you are interested, please come to our meeting on January 11 at 10:00 a.m. at the FEA office and learn a little more about our agenda or feel free to contact Barbara Allen at Barbarawallaceallen@yahoo.com or (h) 703-978-0470.

Mini-seminar at the FEA Office Friday, Feb 16, 10:30-noon Bring out your inner geek and hone your digital skills

Register by emailing IPD@fairfaxea.org with "Mini Seminar" in the subject or phone 703-352-7300. (Snow date: Feb 23)

Some of the potential topics to be discussed by Fairfax digital expert Stan Schretter include the following: using smartphone technology, building social networks, using apps, maps, folders, etc., and maintaining your device's security. Come with your devices and questions!



Stan Schretter's wife and daughters use one word to describe him: geek. At the age of 13, to the dismay of his tolerant parents, Stan joined a group of friends operating ham radio, then wired his home with antennas. His love of technology has morphed into things like iPods, computers, laptops, and an iPad that is never far from his reach. This love guided Stan into becoming an electrical engineer and spending almost 40 years applying technology to key problems in aerospace, defense and intelligence. Along the way, merging his love of ham radio and computers, he developed award-winning PC software used by ham radio operators world-wide to remotely control their stations via the Internet.

More recently Stan has rekindled his interest in photography. He joined OLLI in 2005, attending OLLI classes part-time while he was still working. An OLLI instructor since 2007, Stan has taught OLLI classes on photography, Holocaust, and the Internet. In addition to taking OLLI classes, he is a part-time graduate student at George Mason University, taking classes in visual technology, photography, religion and computers. He was elected to the OLLI Board of Directors in 2010 and Treasurer in 2012.

Substitute Pay Still on the Front Burner

FEA-R has kept this issue alive in talks with Human Resources and School Board members and will keep pushing for re-instatement of higher pay for retired subs as well as others who choose to support the school system in this way.

Having been an FCPS teacher, Superintendent Scott Brabrand knows the difference a competent sub can make in the classroom. In an hour-long meeting with the FEA-R Council in September, he spoke about coming up with ways to better compensate and attract subs. In addition, he recognized the value that retirees bring to the classroom and the toll it takes on teachers and IA's to fill in during their planning time.

We encourage all of you who have been affected by this issue to send him an email, encouraging him to follow through! (Go to www.fcps.edu website, on the Menu click on About US, and then click on Departments, where you will find the contact vehicle for the Superintendent.)

Position Statement for the 2018 General Assembly Session

ON BEHALF OF ALL NORTHERN VIRGINIA'S RETIRED EDUCATION EMPLOYEES, THE MEMBERS OF THE FAIRFAX EDUCATION ASSOCIATION-RETIRED AND THE FAIRFAX COUNTY RETIRED EDUCATORS SUPPORT THE FOLLOWING:

- 1. Fully fund the Virginia Retirement System (VRS) and maintain it as a defined benefit plan without any other option.**
 - A. **IMPLEMENT** VRS actuarial recommendations, including continuing to fully fund the Board Certified Contribution Rate to VRS.
 - B. **OPPOSE** all efforts to erode the VRS retirement plan.
- 2. Provide equity for ALL education employees, bringing them to the level of benefits provided to state employees in comparable positions.**
 - A. This increase should be appropriated from the state funds and NOT from local revenues.
 - B. Provide health insurance credit to all educational support professionals (ESP).

IN SOLIDARITY WITH OUR ACTIVELY EMPLOYED COLLEAGUES, RETIRED EDUCATORS ALSO CALL ON LAWMAKERS TO:

- 3. Commit to providing a high quality environment for teaching and learning.**
 - A. Attract and retain highly qualified educators.
 - Recognize the importance of professional autonomy for practitioners and provide avenues for their input.
 - Maintain the current continuing contract.
 - Reinstate the three person fact-finding panel.
 - Restore a three year probationary period for new teachers.
 - Significantly improve educator salaries.
 - B. Continue to examine and evaluate the frequency and dependence on high stakes testing.
 - C. Promote a teacher evaluation system that uses multiple measures, reduces reliance on standardized test scores, and reflects a teacher's effectiveness.
 - D. Oppose voucher and tax credit plans for private and home K-12 education.
- 4. Fully fund SOQ mandates, including significant reductions in class size, and revise the funding formula to more accurately reflect the needs of all localities.**
- 5. OPPOSE Charter School Amendments and/or any attempts to divert public dollars to non-public schools.**
- 6. Support Medicaid expansion to provide necessary health care to children of low income families and to bring additional federal funding to the Virginia General Fund.**

Government Relations Team

Fairfax Education Association-Retired
www.fairfaxea.org
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fcre@fcre.org
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VEA-R Honors Barbara Allen

On April 20, 2018, the Virginia Education Association-Retired will honor Barbara Allen with its Distinguished Service Award for her decades of work on behalf of retired educators, children, and public education.

Before retiring from FCPS in 2005, Barbara served as a president of the FEA from 2002-2004 after serving many years as chair of FEA's political action groups. During that time, she and others became interested in forming a local retiree organization associated with the VEA and the NEA, so she formed an ad hoc committee of retirees to begin work on the project.

Once retired, she again turned her attention to her true passion—politics—continuing to lobby the School Board and Supervisors on behalf of education issues. Joining the Board of Directors of the recently founded Fairfax Education Association-Retired, Barbara became that organization's Government Relations Director. When she became active in the Fairfax County Retired Educators (FCRE), she joined its council as well. When asked to head FCRE's government relations group, she agreed on the condition that the lobby efforts of both FCRE and FEA-R be joined—one director, one committee, one set of goals and activities. Both organizations agreed.

Ever since, Barbara has led retiree lobbyists into meetings with county and state lawmakers. Virginia State Senator Richard Saslaw wrote recently that Barbara is "a staunch advocate for public education...she is no stranger to the halls of the General Assembly... {She} is known for her grasp of the issues." State Delegate member Vivian Watts agrees, writing, "I don't think any General Assembly member from Fairfax would be able to recall a time when Barbara was not shepherding a group of colleagues to meet with us... {to} have a meaningful, relevant dialogue..." FEA-R members applaud the VEA-R's decision to honor Barbara. *Dennis Joseph Pfennig*

FEA-Retired

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Barbara Allen
Karen Beasley
John Duncan
Walt Mika
Cheryl Perry

Larry Armentrout
Cheryl Binkley
Leon Haynie
Marlene Parker
Dave Thomas

Congratulations

The following FEA-R members were elected to serve two-year terms on the VEA-R Council:

VEA-R Council President
Dennis Pfennig
District 6 Congressional Seat
Cheryl Perry
District 8 Congressional Seat
Kathy Davis
District 10 Congressional Seat
Marlene Parker

Annual Spring Luncheon Meeting



Noon, Tuesday, May 8

FEA Office, 3917 Old Lee Hwy, Fairfax City

You are cordially invited to attend the annual FEA-R Luncheon featuring a catered lunch and a presentation by our new Superintendent Scott Brabrand. Come and hear the latest FCPS news from our Superintendent, who taught and served as an administrator in our school system and who also served on the FEA Board of Directors. Take this opportunity to ask questions about areas of interest to you such as benefits and substituting. In addition, there will be a delicious catered lunch and time to network and reunite with old friends!

We are asking that members pay \$15 to help defray the cost of the luncheon. To make a reservation, send your \$15 check (payable to FEA) by April 27 to:

FEA-R, 3917 Old Lee Hwy, Fairfax, VA 22030, Attn: Nancy Perkins

Questions? Contact Nancy at 703-352-7300 or

nperkins@fairfaxea.org

SA4FE Rallies for County Employees

SA4FE is a history-making coalition of Fairfax County workers groups, and FEA-R has been a leader in Standing Altogether for Fairfax Employees for the last year. Currently, SA4FE is fighting for county-side employees to avoid the cuts schools saw to retirement benefits for new hires last year. We are working with NCPERS, NPPC, and NEA bringing information from national pension and association organizations to help our fellow county workers.

Unfortunately, the County Board is as determined to undermine retirement benefits for new hires as the School Board was last year, and the challenge to hold onto equal benefits for 2019 employees will be a challenge.

FEA-R members can help tremendously by calling, e-mailing, or sending letters to your Supervisor and asking friends to contact theirs as well. Ask your Supervisors to maintain full retirement compensation for new hires.

You can also join in continuing actions by liking SA4FE's Facebook page at https://www.facebook.com/StandingAltogetherForFFXEmployees/?ref=your_pages or following @SA4FE1 on Twitter. Next actions will be posted to those pages along with messages you can share with all your friends.

All members can participate in SA4FE actions to help school and county employees. Members of SA4FE applaud all those who have already joined our efforts by writing, calling, and showing up to support our cause!

Retirees Meet Governor Northam

Last fall, I thought it would be a terrific idea to meet with the newly-elected Governor when we went to Richmond for Retiree Lobby Day on January 25. But, how on earth does that happen!! I have been escorting groups of retirees to lobby our issues in Richmond for more than ten years and always figured that the Governor was way too busy for us to take up his time. WRONG!! We are citizens of the Commonwealth who have a right to meet with the Governor just as any other group of citizens.

Luckily, I found that Janet Muldoon, Senator Dick Saslaw's Chief of Staff, was on Governor Northam's transition team. If anybody had access to the Governor, it would be the Transition Team members. When I shared my idea with her, she said, "I certainly don't see why not." But, I had no idea if it would actually happen. To my astonishment, Janet soon emailed and said that Governor Northam would meet with us at 2:30 the afternoon of our Lobby Day!!

Prior to the meeting, we visited all our Fairfax legislators or their legislative staff and took "Welcome Bags" to newly elected members of the House of Delegates, so many of whom were elected with the help of educators. After our busy morning of visiting and lobbying, I instructed our group to, "Meet me at the flagpole after lunch at 2:00!" Little did our seasoned lobbyists know why.

At the appointed time, we met Janet Muldoon at the flagpole who led us up the hill to the Patrick Henry Building, through security, to the Library Reading Room. By this time everyone had pretty much figured that somebody important would be arriving!! Janet gave an eloquent introduction of the Governor's background and told us to stand when he entered the room. And then, there he was! What a kind and gentle soul he seems to be. He is a pediatric neurologist who treats terminally ill children when he is not serving the Commonwealth as Lt. Governor or Governor.

Clearly, our meeting affirmed that education at ALL levels is a high priority for Governor Northam. He talked of filling the vacancies in our classrooms, the necessity of retaining quality teaching staffs, and of course being able to provide adequate salaries. It was an experience that our dedicated lobbyists will never forget! *Barbara Allen, 2018*

An amazing fall getaway: VEA-Retired to Celebrate 25 Years

Save the dates! On October 8-10, 2018, VEA-Retired will convene a statewide conference in Virginia's newest state park, Natural Bridge State Park. The recently restored and renovated Natural Bridge Hotel will be a lovely setting for celebrating VEA-Retired's 25th anniversary. Just down a little hill is the Natural Bridge State Park entrance with café and gift shop.

There are walking and biking trails, and shuttle busses to the bridge. Nearby are the charming little town of Buena Vista and the history-filled city of Lexington. This part of Virginia is beautiful in the fall and everyone is certain to find a special place to enjoy as part of the conference. Stay tuned for more details as the planning committee begins its work to design an informative and meaningful experience for members across the state.

FEA-R members are urged to look for details in The Connections newsletter. There will be workshops of interest to all retirees and free time to explore the area. On top of that, VEA-R has secured an excellent hotel rate in this stunning hotel and conference center. Come network with retirees around the state and re-connect with old friends!

IRS Form 1095

FCPS retirees who were enrolled in FCPS health plan coverage (or who were eligible for coverage but did not enroll) should have received IRS-Form 1095-C in late February. Much like Form W-2 and Form 1099, which include information about the income you received, Form 1095 provides information regarding your health insurance eligibility and enrollment.

While the information on this form may assist with preparing your tax return, the Internal Revenue Service has stated **you will not need to submit these forms with your tax return.** You should keep the forms for your records with your other important tax documents.

If you have questions regarding how these forms impact your tax return preparation, please check with your tax professional. For questions, please contact the Office of Benefit Services at 571-423, 3200, option 3, to speak with a representative.

New ID Cards for Retirees

Retirees who made changes to their health or dental coverage during Open Enrollment and/or those who transitioned to Aetna Medicare Advantage received new ID cards in December. Show **ONLY** your new card to your medical providers and secure your original Medicare card in a safe place at home. Cards were not reissued to retirees continuing with the same plan.

FEA-R Council Election Petitions due by April 27

Five FEA-R sets will be up for election in 2018. These two-year seats are held by Larry Armentrout, Mimi Dash, Kathy Davis, Cheryl Perry, and Walt Mika, who are eligible for re-election should they choose to run.

FEA-R members interested in running should return the petition below along with their 75-word statement by April 27.

The council meets every other month on a Tuesday, beginning in September and takes a holiday in the summer months. Candidates will have an opportunity to present their candidacy at the annual luncheon meeting on May 8.

TEAR HERE

2018 FEA-R Council Statement of Intention

Intent form **MUST** be complete or it will be invalidated.

Name as you wish it to appear on ballot _____

Email Address _____

Home Street Address, City, State, Zip _____

I hereby request to have my name included on the ballot for election to the FEA-R Council for a term of two (2) years to commence September 1, 2018, and to terminate August 31, 2020.

Legal Signature : _____ *Date*: _____

Election to the council will also include FEA-R's endorsement should a winning candidate wish to seek election as a retired member to the VEA and/or NEA Annual Conventions.

A 75 word maximum statement of reasons for election must accompany this petition.

Open Enrollment Ends November 9

Each year, FCPS provides a window of opportunity to review your benefit elections and make decisions about what might be the best option for your unique situation. Open Enrollment opened on October 15 and ends, November 9. Elections made during Open Enrollment become effective January 1, 2019.

Here's how to ensure you are prepared for this year's Open Enrollment:

1. By now, you will have received two mailings from FCPS. The first will contain a statement of your proposed plan enrollment for 2019, and the second will be the annual Retiree Benefits Briefing. Your Briefing will contain important information about plan updates and/or changes as well as a schedule of Benefits Open Houses with flu shot clinics.

2. Utilize the web. Access the Fairfax County Public Schools Retiree Open Enrollment website (www.fcps.edu) and search "retiree open enrollment". Benefit vendor sites are the quickest to access benefit-related information.

3. Keep up with Open Enrollment publications! Be sure you check your email for important announcements through News You Choose and review the materials mailed to your home address. Questions? Call your benefits plan provider (Aetna, Kaiser, CareFirst, etc. Use the Customer Service number on the back of your insurance card or contact Human Resources at 571-423-3000 or via HRConnection@fcps.edu.

AETNA Medicare Advantage Health Assessments

The Aetna Medicare Advantage plan provides two important annual health assessments for members. These assessments help ensure Aetna has information about the status of a member's health and health history in order to determine if additional resources and support may be needed. Aetna is required by the Centers for Medicare and Medicaid Services to conduct these assessments for their members.

Recently, Aetna Medicare Advantage members received a letter inviting them to participate in a Healthy Home Visit, also referred to as an in-home assessment. Members may have also received a call from Advance Health - Aetna's partner vendor for this program. If a member agrees to participate in the Healthy Home Visit, a licensed practitioner (typically a nurse practitioner) will visit the member's home. The practitioner will review the member's health history, check vitals, complete a medication review/reconciliation, and perform a safety check of the member's home. This visit is intended to supplement - but not replace - a member's relationship with their primary care provider (PCP). If the member has told Aetna who their PCP is, the PCP will receive a summary of the visit.

The Healthy Home Visit is in addition to the Health Risk Assessment conducted earlier this year. Both assessments are conducted annually, and members will be contacted again in early 2019 to participate in the Health Risk Assessment.

New ID Cards for Retirees

After Open Enrollment closes, keep an eye on your mailbox. Retirees who made changes to their health and/or dental coverage during OE will be receiving new ID cards in late December. Please be sure to provide copies of your new card to your medical providers. Cards were not reissued to retirees continuing with the same plan.

FEA-R/FCRE Meeting with HR Sept 19, 2018

The two retiree organizations continue to meet quarterly with representatives from Human Resources to discuss topics of importance to retirees and current employees. Highlights of retiree discussion follow:

Open Enrollment ((Oct 15-Nov 9) – There will be no increase for Medicare Advantage or for non-Medicare Carefirst retirees but a 16.7% increase in the dental plan for retirees. Any new elections will take place on January 1, 2019.

Plan Changes – Complex radiology pre-certification will be waived for non-Medicare retirees, but they will incur a \$75 co-pay for the procedure. There will be a Kaiser pilot for a Silver and Fit program in 2019 only. Kaiser's physical therapy benefit will now have a 60-day limit. There will also be enhanced payment options for direct bill retirees.

Medicare Advantage – All agreed it was running smoothly and that no changes were forthcoming.

Silver Sneakers – HR will follow up on recreation centers' participation in the program.

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Vote November 6!!!

As we've learned, you can never take an election for granted!

Our recommended candidates:

- Tim Kaine—U.S. Senate
- Don Beyer—8th Congressional District
- Jennifer Wexton—10th Congressional District
- Gerry Connolly—11th Congressional District

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Tricia Heininge	Walt Mika
Marlene Parker	Cheryl Perry
Dave Thomas	

Mark Your 2019 Calendar!

VEA-R Elections, noon, Jan 23—noon, Jan 25

FEA-R Lobby Day, Thurs, Jan 24

VEA/VEA-R Lobby Day, Mon, Jan 28

NEA-R Organizing Conference, March 17-18, Denver, CO

VEA Convention, March 28-30, Richmond, VA

FEA-R Luncheon, TBA

NEA-R Annual Meeting, June 29-30, Houston, TX

NEA Convention, July 3-7, Houston, TX

Fairfax Education Association-Retired Presents Mini Seminars for Retirees

December 4, February 4, April 2, June 4
10:30 to noon, at the FEA Office

December 4 – **Meet the FEA-R Council** as we share **holiday traditions!** Get together to eat, create, or discuss things that make our winter holidays special and unique. Please share yours!

February 4 – **Money Matters.** The Kaplans, from Kaplan Wealth Management will talk about saving, making, and growing our retirement money.

April 2 – **Who's Scamming You?** Many scammers look to older adults, so learn how to avoid and protect against the latest scams including woodchucks, romance, grandparent scams, and how to handle door to door solicitors. In addition, learn how to prepare for emergencies. Led by Fairfax County's by Melissa Smarr.

June 4 – **Volunteering!** We will have a panel of speakers with ideas for how we can stay involved and give back to our community. There are lots of opportunities out there.

You should receive an invitation to each event, but get them on your calendar NOW!
If you have any questions, contact Karen Beasley at karensue2@yahoo.com.

SA4FE Coalition News

FEA-R has continued to work with the SA4FE Coalition (Standing Altogether for Fairfax Employees). Most recently, the coalition of Fairfax Employee groups collected letters supporting employee retirement plans from Northern Virginia state legislators urging the Board of Supervisors not to cut employee retirement plans and hosted an information table at Northern Virginia Labor's Labor Day Picnic.

The next important date is a public hearing:

November 20, 2018 at 9:30 a.m.
in Room 11 at the
Fairfax Government Center.

All retirees are urged to come and stand with our County side colleagues for this last big push to save their retirement plans from serious cuts.

GRT News—Save the Dates!

Current GRT members are urged to be involved. We also invite anyone who wants to become a political activist to attend our November meeting and learn what you can do to support friends of public education on the state and local level.

GRT Meeting – 10 a.m., November 8, FEA Office

FEA-R/FCRE Legislators Breakfast – 8:30 a.m., November 15, FCRE Office

FEA-R/FCRE Legislators Luncheon – 12 p.m., November 16, FEA Office

Lobby Day – January 24, 2019, Richmond

(The GRT will join with the actives for an additional day of lobbying and rallies on Monday, January 28, VEA/VEA-R Lobby Day.)

Elections Coming in January—VEA-R Council & Delegates/ Alternates to VEA/NEA Conventions

If you are interested in running, go to www.veanea.org, click on Member Center in the upper right-hand corner, and click on elections to secure requirements and deadlines. All self-nominating petitions and short biographies are due by Dec 14. (See pertinent dates in Mark Your Calendar.) All FEA-Retired members are eligible to run. To obtain petitions, which are not online, email Barbara Rackley at brackley@veanea.org.

Meeting with HR from p. 1

Shingles Shot – Retirees must get the shot using their Silver Scripts card, not their Medicare Advantage Card. The co-pay will be no more than \$28.03, which is a 20% co-pay. As the serum is in short supply, it is best to get on a waiting list at CVS, for example. As a second shot is required in 2-6 months for optimal immunity, one should get on a waiting list again in an agreed upon time with the provider. FCPS will ask vendors for information on this issue.

New HR head – Chief Operating Officer Marty Smith reported that Helen Nixon would attend our next meeting and that she had worked with **Benefits Advisory Committees** in the past. He added that HR was “already talking about getting input from all our stakeholders...We will see some form of an Advisory Committee coming forward.”

Substitute Pay – Marty Smith reported that the system is coming close to a workable solution to address the issue of sub pay and inadequate fill rates. He stated that if the past rate of retiree subs had continued, the fill rate would have been reduced by 2%. He believes that retirees will be “happy” with the outcome. Also, the system will work on incentivizing employees to use less leave. The goal, he states is “to pay subs at a rate that will keep them coming back to the schools.” Mimi Dash reminded the group that there used to be a payout for unused sub leave when a person retired. Lee Burton is the contact person for suggestions or concerns. We are urged to attend the October work session when this issue will be discussed.

We're on FACEBOOK!!

You now can find our FACEBOOK group at Fairfax Education Association Retired, where we can share information, photos, and events. It is a closed group, which means you can see it, but people outside the group will not be able to read our posts. Request to join at this link: https://www.facebook.com/groups/fairfaxearetired/?ref=br_rs

If you have trouble requesting, private message Cheryl Gibbs Binkley on Facebook or text her at 703-328-8238.

Annual Dues Reminder

If you renew your retiree dues annually, please remember to send your dues payment.