



NEARO Outreach



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FROM THE PRESIDENT

by Joel Gewirtz



Dear NEAROnes,

It is with a heavy keyboard that I sit down to write my column today. I cannot tell you how shocked I was to learn this summer, while watching the

unruly circus of Parliament on P-span, that Rupert Murdoch's mangy minions had been regularly hacking the voice-mail accounts of NEARO officers and their haberdashers. I can assure you that we've now tightened our security and issued each of our bodyguards one of those big beehive wigs—the kind long worn by the folks who regularly picket outside the White House—that can intercept all sorts of radio waves, even extra-terrestrial ones. At least this revelation explains why most of us first learned about recent major NEARO scandals on Fox News at 10. Well, that and the fact that we don't stay up late enough to watch the actual news at 11.

Financial projections can be unsettling. We here at the NEARO Nerve Center are working on budget projections for 50 or 60 years from now, and all I can say is ... not my problem. Computers may have simplified life for us, but they haven't made it cheaper—wait, I mean less expensive. And with the pervasive leap and creep of technology into every last cog and crevice of the until-quite-recently coal-fired—albeit fiber-filled—bowels of the great NEARO machine, the economics of the situation are climbing ever wider. Yet the truth remains that neither can we afford to fall straightaway too terribly far behind the curve. Sadly, a twin-blade 802.11t server rack with three on the floor and an organic-vegan diadem

simply will not run on hay. I mean, do you have any idea about the charge for electrons these days? (I thought not.) And so we shall soon need to have that conversation we've been avoiding about tinkering with our debt ceiling, or cupola, or some such overhead thing. Why, I just heard that at this rate we'll run out of e-stationery in 2018! All I know for certain is that I have no idea what any of this means.

And now I must briefly interrupt this activity, already (but barely) in progress, with a touch of reality.

In response to the many requests we've received, NEARO is trying to persuade NEA to resume sending every retiree a personalized statement late each year to let us know the



SEPT. 14 MEETING TO SPOTLIGHT FINANCIAL PLANNING ISSUES

NEARO's next quarterly membership meeting will be on Wednesday morning, Sept. 14, in the NEA News Conference Room. The board of directors meets at 9:30, with the general membership meeting beginning at 11 a.m.

Following the usual business session, we'll be exploring some useful information now available from Vanguard—no, not the current balances in our 401k funds!—to help individuals make sound financial decisions. Come see and learn how Vanguard's interactive website makes it easy to calculate your net worth and decide whether and how to pay down debt, get a reverse mortgage, and protect your heirs in the event you remarry.

Please join us if you can—and bring a friend!

amount of our COLA-modified pension come Jan. 1. This was the longstanding practice until a few years ago, and many of you found it helpful. NEA does not seem to appreciate how useful this information can be prior to receiving the first check each year—and they have pointed out that we can all do the math for ourselves, using the COLA adjustment details published in each December's *Outreach*. So far, our effort to reinstate this individual notification has been centered in the Retirement Board.

Speaking of December, those of you in the DC area know that the NEARO meeting that month traditionally ends with a festive holiday lunch for all members present. Although this is by far the best-attended of our four meetings each year, we are invariably faced with significant leftovers (rest assured, they are donated to local charities). In September, the Board will discuss the traditional December luncheon, and your thoughts are most welcome. Offhand, I feel comfortable predicting that some sort of lunch will

continue, that it will not become more elaborate, and that delivering a portion to every member via either a national meals on wheels program or FedEx is unlikely, at least this year.

Another way to avoid leftovers is to increase attendance and, while I'm not at liberty to mention any of this yet, or possibly ever, we are looking at ways to achieve that. Vice President Rosemary Rathz is in charge of arranging programs for our meetings, and it would surely be completely inappropriate for me to even hint that she knows someone who knows someone who maybe once said while he was two-and-a-half pillowcases to the breeze that he might be able to get Elvis to appear at one of our meetings.

Now you understand I didn't say that, and please don't tell anyone you heard anything like it from any of us and, no, I'm certainly not trying to drum up membership in any way (we've actually done pretty well this year, thanks especially to Edna Frady's good work) . . . it's just that I really hate wasting food.



RETIREMENT PLAN UPDATE

by Lynn Ohman, NEARO Representative on the NEA Retirement Board

The NEA Retirement Board will hold its next regularly scheduled meeting on Sept. 15 in NEA Conference Room A or B, from 8:30 a.m. to 4:00 p.m. Observers are welcome.

The Retirement Plan's financial status continues to be positive. At the end of the second quarter (June 30), total fund assets were \$586 million—a healthy increase over the first quarter. Please keep in mind, however, that the Plan invests over a very long time horizon. Two quarters of positive results in a row are good, but what really counts is that the investment growth remains positive over the year—and that the funds are sufficient to cover current and future liabilities.

August was a difficult time for investors, and of course no one can predict the future. Our Plan is well diversified, but not even the most thoughtfully managed group of investments is exempt from the turmoil on Wall Street. The most sensible thing we can do right now is not to overreact to the ups and downs, but to stay the course with the well reasoned investment strategy developed by the Board and those who manage our assets.

You may recall that the Plan was 94 percent "funded" at the end of 2010, meaning that the value of plan assets was 94 percent of what is needed to pay the benefits

of current and future retirees. Year to year positive investment returns are very important to the Plan and to the employers who fund the Plan.

In 2007 NEA committed to NEARO and its staff unions that the Plan will work toward 100 percent funding by 2021 and remain at that level. NEARO continues to monitor NEA's commitment to 100 percent funding.

TWO ASSUMPTIONS LOWERED

At its June 6, 2011 meeting, the NEA Executive Committee approved two changes recommended by the Retirement Board to help strengthen the Plan.

- ◆ First, the Executive Committee further decreased the Assumed Interest Rate (AIR), or the rate of interest that the Plan assumes it will earn to meet its funding goals. With better than expected investment returns in 2010, the Board recommended that rather than decrease what employers pay into the Plan in 2011 by a small amount, it would be better to "take risk off the table" by lowering the AIR from 7.6 to 7.4 percent. (You may recall that in 2010 the Retirement Plan recommended and the Executive Committee agreed to lower the AIR from 7.75 to 7.6 percent.)



When a retirement plan decreases its AIR, it means the plan lowers its expectations about what its investments will earn. When a plan does not meet its AIR in a given year, the burden of making up the “lost” revenue rests on additional contributions from employers.

Investment returns in 2010 were strong enough that it was possible to keep employer contribution rates at their 2010 levels and lower the AIR—a very good thing for the health of the Plan, since 7.4 percent is a much more realistic investment goal over the next several years than 7.6 percent, let alone the previous goal of 7.75 percent. (NEARO supports reducing the AIR even further.)

- ◆ Second, the Executive Committee decreased the Assumed Salary Growth of current employees who will eventually become beneficiaries of the Plan. For many years, the Plan had an assumed yearly salary growth of 4 percent. While this may seem very high by today’s standards, over the past 40 years when salary steps, cost-of-living adjustments (COLAs), collectively bargained increases, and promotions were included, employee salary growth did tend to be around 4 percent annually.

At its May 2011 meeting, the Retirement Board received data reflecting salary growth that was slower than the historical 4 percent. The Board recommended to the NEA Executive Committee a decrease to a 3.75 percent assumed salary growth. Based on current NEA membership data, as well as salary trends throughout the country, the Executive Committee approved this

recommendation. The implications for Plan funding are that when the Actuary calculates future pension benefit obligations, they will be slightly decreased because of this slower rate of salary growth.

A REMINDER ABOUT ADDRESS CHANGES

From personal experience I can now tell you how to change your address if you move, to avoid a disruption in your pension. I somehow thought you could make an address change online, but you can’t. You must contact the Human Resources Service Center at 202-822-7353, or you can download the address change form at <http://nearetplan.com/> (click on “Retired Employees”). You will then see a list of forms. The form you want is titled “AddressChange_Retiree.doc.” Complete and snailmail it to NEA HR. NEA needs to receive your new address before the second week of the month to ensure that it’s applied to the following month’s pension check or notice of direct deposit.

For retirees from NEA, this form will do the trick for both pension and health care benefits. Retirees from other organizations in the Retirement Plan can change their pension address with this form but will need to check with their former employer to change their address for health care benefits.

FOR FURTHER INFORMATION

Please don’t hesitate to contact me with general questions about the plan: lynn.ohman@gmail.com. For specific questions about your individual retirement benefits, please contact Jim Groves in NEA Human Resources: jgroves@nea.org.

WISCONSIN: UNLIKELY GROUND ZERO

by Dick Vander Woude (retired from NEA Government Relations in 1995, served as WEAC communications director 1995 to 2006)

Progressive Wisconsin! Well, not currently. Nothing happened to motivate Wisconsin progressives during the 2010 general elections. Democratic Senator Russ Feingold ran a “safe” (no issues to excite the base) campaign for re-election. The Democratic candidate for governor—Tom Barrett, a former Congressman and current mayor of Milwaukee—hardly campaigned at all. Post-election polling revealed voters in northwest Wisconsin didn’t even know who he was. All this followed eight years of a lackluster Democratic governor—a nice guy who never gave progressives an issue to organize around.

So Republican Scott Walker won the governorship easily, with nominal Democrats saying things like

“I don’t think he’ll be so bad.” The fundamentalist-led Republicans won control of both houses of the legislature.

Actually, Wisconsin’s progressive reputation has been tarnished before. Remember which state elected Joe McCarthy to the U.S. Senate in 1946? Wisconsin has long been divided geographically, with conservatives living in the northeast and progressives in the southwest. Elections here, as elsewhere, are decided by a relatively small persuadable center. Historically, Wisconsin’s social conservatives (including the well educated) have held deep suspicions



and resentments toward education. These manifest themselves in distrust of “university elites” and the desire to make parochial schools more affordable via vouchers.

So one morning last winter we awoke to news of our new governor’s budget. It was beyond belief! How could this much policy regression be packed into a single budget bill? Collective bargaining for public employees would remain law in name only. For many of us, it felt as if our life’s work had been stripped away.

Walker’s state education budget cut \$826 per pupil this year and \$1.68 billion over a two-year cycle. Kids would be hurt, and jobs lost. More fundamentally, the budget bill stripped out of Wisconsin’s collective bargaining law both fair share fees and the legal duty to bargain.

It’s too easy to say this draconian budget was retribution for decades of Wisconsin Education Association Council (WEAC) political success. Looking across our country, Walker’s budget appears more like the dorsal fin of the American Legislative Exchange Council (ALEC) on a feeding frenzy.

For the first month, the media ignored the advocates for education and social services—or dismissed us as whiners. Only after weeks of daily protests in Madison did news outlets begin to look at what the protests were actually about. WEAC’s offer to accept a 6 percent compensation cut in exchange for saving collective bargaining rights was akin to a kid offering his lunch money to the school bully when all the bully wanted was to beat him up.

Madison, the state capital, filled up with protesters, and daily demonstrations drew spontaneous crowds often exceeding 30,000. MSNBC host Ed Schultz did his TV show on location in a Madison snowstorm. Winter became a metaphor for Walker, and the protesters took it on. Our moment of joy came when a TV reporter complained he couldn’t hear Sarah Palin



Wisconsin public employees rally as collective bargaining comes under attack.

(in a well financed counter-rally) over the shouts of the protesters.

Advanced placement programs and staff, aid for at-risk kids, urban elementary class size reduction programs, grants for math, science, and technology, food and nutrition funding, bilingual education and transportation, and head start programs: all fell under the Walker budget ax. Meanwhile Milwaukee’s voucher program—taxpayer dollars to help families afford private schools—was spared and in fact even expanded to include high-income families and to allow children to be sent out of the county to private voucher schools. Adding insult to injury, Walker’s budget allows noncertified personnel to teach in voucher schools while raising performance standards for public schools. Hypocrisy seems to be Walker’s nouveau dessert of the day.

It’s important to note that education is not the only victim of this right-wing attack. Health care for low income and rural families took major hits, and the proposed closing of a juvenile correction center will prevent the state from separating rival gang members. Child labor laws have been weakened, clean energy jobs cut, future sick leave benefits denied. Additionally, low-income workers lost \$55.6 million in tax credits, and millions more were cut

from homestead tax credits (created in 1964 as a way to keep real estate taxes from taking too high a percentage of income).

In short, if you were part of a demographic that traditionally votes for progressive ideas, you got hit. Meanwhile corporations gained greater protection from lawsuits. It's social engineering, plain and simple.

Most observers expect Wisconsin's public employee unions—with fewer members and no more fair share fees—to be crippled before the next election. Walker's budget is less a restriction on unions' political activity than an assault on their capacity to organize. Combined with a radically partisan legislative redistricting plan, corporate Wisconsin is preparing for greater privatization of services and a conservative hegemony that could last decades.

But maybe, just maybe, there is a flaw in their grand design. First, Walker and his fundamentalist band of legislators are tools of ALEC ideologues and industrial opportunists such as the infamous Koch brothers (who own huge toilet paper mills in northeast Wisconsin). Prior to and during the last election cycle, corporations like SubZero and Harley Davidson (once revered for their progressive labor policies) demanded and got major wage/benefit concessions to keep their reduced workforces in the state. Wisconsin & Southern Railroad was exposed for pressuring employees to make \$60,000 in targeted campaign contributions.

And Koch Industries stuffed lists of recommended candidates into employee pay envelopes, along with dire warnings about what might happen if the recommended candidates should lose.

How much movement to the right is too much? When will Wisconsin's small moderate political middle tilt back toward the left and say enough is enough? It may already be happening. In the early state senate recall primaries, all the good guys won. And the Republican strategy of forcing Democratic candidates to spend precious resources in primary elections seems to be helping liberal fundraising.

There are signs of hope. Like the first dandelion of spring, a large farmyard sign has sprung up that reads, "In God We Trust – Beware of Walkers."

Update: Shortly after Dick wrote this op ed, Wisconsin held eight state senate recall elections. Democrats won four of them, picking up two seats but remaining one short of a senate majority. "One of the races we lost is now the most expensive state senate race in U.S. history," Dick notes. "There is no limit on what corporate America will spend to maintain control. The next opportunity to restore justice will come in January, when Gov. Walker becomes eligible for a recall."



'Grouchy Old Man' Sounds Off on . . .

RELIGIOUS INTOLERANCE

by John Conway (retired from NEA Government Relations in 2000)

Prior to retiring, I did research on a number of localities and found the Knoxville, TN, area to rank highest in criteria of importance to my family: cost of living, availability of health care, moderate climate. But I failed miserably at understanding the subjective nuances of living in the modern South.

Having lived a pre-NEA lifetime in very conservative Oklahoma, I thought I knew how to deal with attitudes diametrically different than my own. But after moving here from a relatively accepting community of all religious stripes, I was totally unprepared for the in-your-face style of religiosity that flavors most public utterances here. I hadn't expected the apparent need to display intense Christian commitment on your

person, or the fervent use of symbols and language to promote a Christian experience. It was a sobering awakening.

I still enjoy the folksy friendliness of my new neighbors, but I've learned that divulging my lack of religious faith quickly brings a feeling of estrangement. Seemingly open, friendly people can actually become quite intolerant.

I expected to be able to have conversations about how we can all get along and learn to live with each other's idiosyncrasies. But I quickly learned that there's not much nuance in "the Bible says . . ." "I think the Lord would want you to . . ." or my favorite, "Jesus is watching you and . . ." Tolerance toward a different view seemed nonexistent.



With little opportunity here to find people with a belief system similar to mine, my response was to withdraw from social contact and focus on the things I knew would bring me joy: photography, gardening, travel, and writing. So I leave you with this response to the

discovery that my new home is a bastion of religious antipathy toward nonbelievers: a short poem that attempts to open an avenue toward tolerance by asking believers to examine their hearts and their behavior.

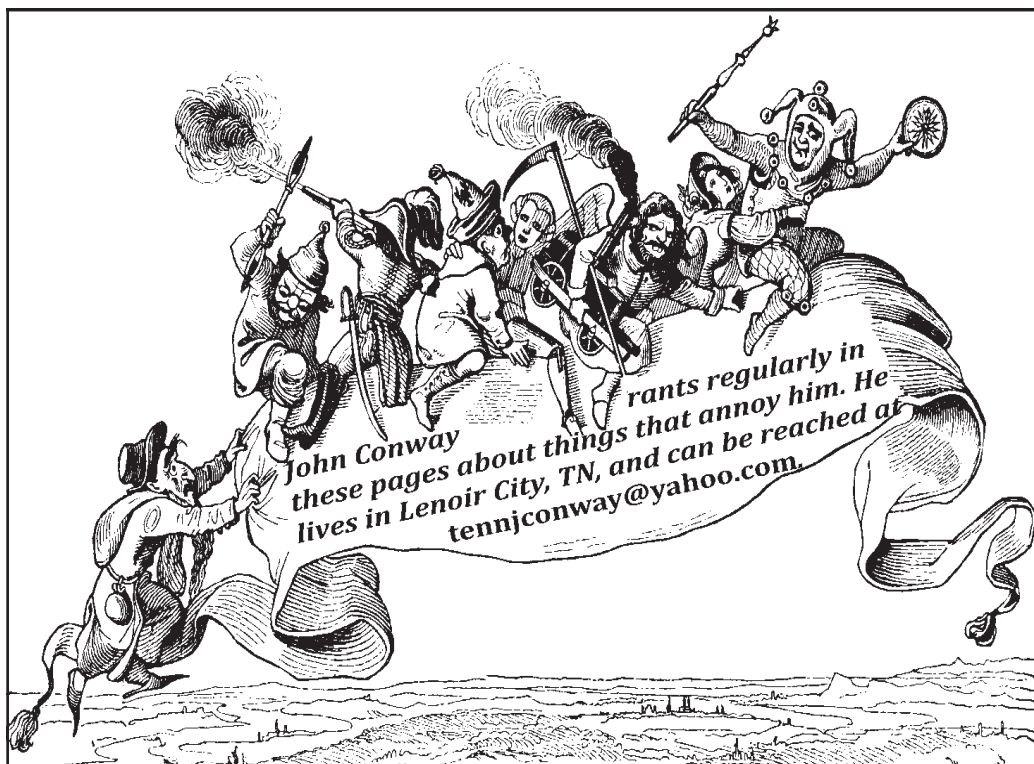
*I'm an atheist after all, a label filled with scorn.
You'd think I was a child molester or a producer of kiddie porn.
It's really too bad that we all can't just get along,
Where'd this idea come from that we all must sing the same song?*

*I see the signs everywhere that Christians want me to Believe.
I know they think I'm bound for hell, but that's a concept I can't conceive.
Even my own family doesn't understand how I came to be this way.
How I could make life nothing more than just Come What May . . .*

*I want the myth believers and Holy Book readers to just leave me alone to settle life's score any way I can.
Don't tell me what I should do, or how to get saved by His almighty hand.
Just let me go on living my life with its terror, its joy, and everything in between,
And when it's done, don't make it more than it was—it's just biology, not a religious scene.*

*I know I'm not of the ordinary; out of touch some would say.
I sense the shock when I confess I don't accept the Christian way.
But truth is an elusive thing; it's not always in a book.
I'll trust my own mind and common sense when facts don't get a second look.*

*So it's time to say to all those who view me with shame
I am what I am even if you see me as spiritually lame.
So stop trying to mold me, this isn't about you and your way.
I'll trust my head and heart to play my cards as they lay.*



RESTORING ORGANIZATIONAL MEMORY



Dorothy C. Massie (retired from NEA Human and Civil Rights in 1986) reviews a new book by Al-Tony Gilmore



During cocktail hours over the years together, Millicent Taylor and I would patiently wait while one or the other of our husbands—Sim Taylor or Howard Carroll—searched for an *NEA Handbook* to settle a heated debate. The arguments were all about who had been NEA president when this or that major event happened, or where the convention was that year, or even which year it was that they were trying to recall. Each time their war of who, what, where, and when would be suspended while they searched first for the handbook, then for those elusive pages listing past presidents and convention cities by year.

How much time would have been saved if Al-Tony Gilmore's excellent (and large enough to be easy to find) biographical directory, *The Presidents and Executive Directors of the NEA and ATA*, had then been at hand.

Some of you will remember the author, who joined the NEA staff in the late 1980s, and worked in Instruction and Professional Development and Human and Civil Rights.* His new book is a goldmine for scholars, students, and others researching the history of education leaders and their once segregated organizations. The directory opens with a beautifully written historical overview of the history of the two associations, their goals and growth over the years, and their historic struggles leading to the 1966 merger of Black and white educators into one unified organization. We learn that in its earliest years the NEA, first called the National Teachers Association, quite ironically did not extend membership to women. It had no such racial exclusion and did, in fact, welcome a Black Jamaican teacher as a founding member in 1857.

The organization that evolved into the ATA was founded in 1904 and was named the National Association of Colored Teachers, which was changed in 1907 to the National Association of Teachers in

Colored Schools. That change reflected the fact that its membership had no racial restrictions, and the reality that whites did teach in Black schools and attend the annual meetings. In 1937 the association changed its name to the American Teachers Association, considered a more modern designation.

Both associations were for many years administrator- and male-dominated, which was the way the world went in not-so-older times. But with the rise of the move for gender equality in the early 20th century, and as women outnumbered men in the teaching profession, an agreement was reached between male and female leaders of NEA that presidential terms would rotate equally between men and women—a practice that continued until the early 1970s.

The bulk of the directory comprises brief profiles and photographs of all the presidents and executive directors of both the separate and merged organizations. Women's names and photographs appear often among the roster of presidents. But not one woman has ever held the post of NEA executive director. Considering the demographics of the teaching profession, this omission seems notable.

The triumphs and travails of teachers and public schools are eloquently described in this book. NEARO members might especially enjoy the superb photographs showing notable personalities and events in the history of the two organizations:

- ◆ A young Thurgood Marshall in 1953, accepting checks from the South Carolina NAACP and from the Palmetto Education Association for help in the court case that would lead to the landmark *Brown* school desegregation decision a year later;
- ◆ The first widely publicized martyr of the civil rights movement, Harry T. Moore, a prominent



* Al-Tony Gilmore, Ph.D. historian and author of several books, was one of NEA's lead staff and managers in teacher testing, minority teacher shortages/recruitment, minority and women's leadership development, and diversity training. In 2006 he coordinated the 40th anniversary of the NEA/ATA merger. In 2008 he wrote the book *All the People: NEA's Legacy of Inclusion and its Minority Presidents*. In 2009 he became Associate Director of the NEA Archives and a Visiting Scholar at The George Washington University in Washington, DC.

member of the Black Florida State Teachers Association and state president of the NAACP, who was murdered in 1951;

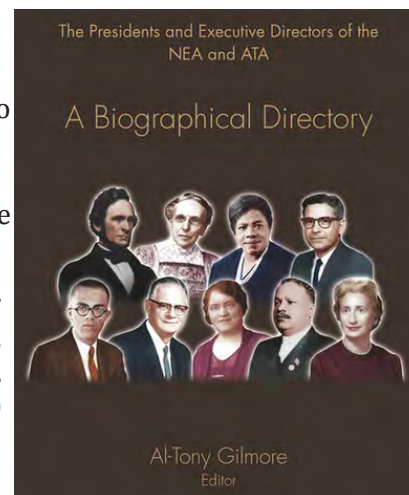
- ◆ The long procession of U.S. Presidents—Truman, Eisenhower, Kennedy, Johnson, Carter, Clinton, Obama—appearing with education leaders at NEA gatherings.

I strongly recommend this directory as a useful reference, a source for scholars, and a fascinating glimpse into the personalities and forces that have shaped the history of these two associations, once separate and unequal in resources and status, and now triumphantly one united and strong organization

The Presidents and Executive Directors of the NEA and ATA: A Biographical Directory, edited by Al-Tony Gilmore.
National Education Association, May 2011, 414 pp., \$19.95.
Order from NEA Professional Library, (800) 229-4200

unswerving in its allegiance to the teachers, students, and public schools of America.

And I do wish that this book had been published while my husband, Howard Carroll, was still here to enjoy it. He would have loved browsing in it . . . and remembering. Perhaps his most treasured memory was of his brief time with the historic march in Selma, Alabama, during those long-ago years when a few brave people had the audacity to change the world.



BLASTS FROM THE PAST

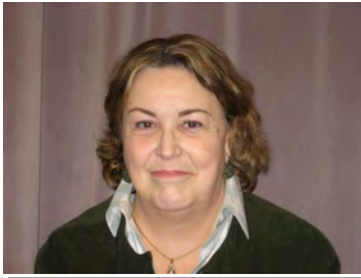
How many of these do you remember from your working days at (or visits to) 1201 Sixteenth St., NW?



- 👤 “Dr. Carr” standing by the front door to greet staff as they arrived in the morning.
- 😬 Sam Lambert taking over the top job and shocking staff by insisting on being called simply Sam.
- 🖨️ Addressograph, mimeograph, ditto, TWX machines, carbon paper, Selectric typewriters, Nixdorf computers.
- 🚒 Evacuating the building during bomb scares.
- 💰 Starting salaries below \$4,000 a year.
- 🔔 A bell that sounded at the beginning and close of business.

- 🚗 The limousines (NEA1 and NEA2) and the NEA chauffeur.
- ☯️ The meditation room.
- 😬 “Blond” office furniture.
- 🕸️ The tomb-like hush on the 8th floor, where mere mortals feared to tread. (Residing there, in addition to the top brass, was NEA’s china collection.)
- 🐔 Chicken wire in the stairwell doors’ glass panels.
- 💻 Proudly showing visitors NEA’s first computer, which had 8K of memory.
- 🏐 Playing volleyball under the asbestos-covered ceiling in the old auditorium.
- ✏️ The rule that you couldn’t be issued a new pencil until you turned in your old one, worn down to a tiny stub.
- 😊 Hallway walls tiled in red or pale blue or gray brick (to look as much as possible like high school minus the lockers?).
- 📖 The NEA library, destroyed by order of the 8th floor.

Continued on page 10



WHEN YOU'RE INCAPACITATED, 'FIVE WISHES' SPEAK FOR YOU

by Rosemary Rathz (retired in 2007 from NEA Conference and Facilities Management), based on a presentation by Maryland attorney Tom Gentile at the June 2011 NEARO meeting

Maryland residents can obtain a form for creating your health care directive or living will at www.oag.state.md.us/Healthpol/adirective.pdf. If you live elsewhere, look for a similar website run by your state's office of attorney general. You'll find the "Five Wishes" form and suggestions at www.agingwithdignity.org, or you may order a printed copy (\$5 plus postage) from Aging with Dignity by calling 1-888-594-7437.

Each document allows you to appoint someone you know and trust to make medical decisions for you if you're incapacitated. Each should detail treatments you want or don't want in certain circumstances. I like the "Five Wishes" format, as it lays out options in clear, easy-to-understand language and is the most comprehensive.

"Five Wishes" is legally valid in 35 of the 50 states (listed on the Aging with Dignity website). If your state is not one of them, you should fill out a health care directive or living will form acceptable to your state—and you may also still complete a "Five Wishes" guide to express your wishes clearly and help your family and friends understand how you want to be treated. You may check some options you desire; in other places, several scenarios are listed and you simply cross out those you don't want to use.

Wish 1: The person I want to make care decisions for me when I can't.

The person ("agent") you choose should know you well and care about you. Perhaps most importantly, this person should be able to make difficult decisions and respect your choices, even in the face of pressure from others. A spouse or family member may be too emotionally involved; select back-ups. Areas where decisions are likely to be needed: treatment, tests, medicines, surgery, interpreting instructions, hiring or firing medical staff, controlling medical records, taking legal action, donating organs, applying for Medicare, Medicaid, or insurance. The most important decisions will be whether to keep you alive, and for how long, or to let you die peacefully.

Wish 2: The kind of medical treatment I want or don't want.

This section asks whether you want life support, such as breathing tubes, tube feeding, or surgery. If you do not wish to be kept alive in the event you suffer permanent and severe brain damage, are in a coma and not expected to recover, or are otherwise near death, you may want to specify a Do Not Resuscitate (DNR) order in advance.

Wish 3: How comfortable I want to be.

This section discusses pain medications and help for depression, nausea, shortness of breath, and hallucinations. Also included: bathing, massages, cold compresses, ice for dry mouth or lips, playing your favorite music, personal grooming, and religious considerations.

Wish 4: How I want people to treat me.

What contact I want with friends and family, whether I want prayers, what to tell religious institutions I may belong to, whether I want pictures of loved ones near me, whether I prefer dying at home, hospice, or hospital.

Wish 5: What I want my loved ones to know.

Here is the place for the words, too often left unsaid, that will comfort those left behind. You may want to say you that you forgive those who have hurt you, you do not fear death, you want family members to make peace with one another, or you wish to be remembered in a certain way. This would also be the place to detail your wishes for burial or cremation.

Talk about this document with your family and friends so there are no surprises—and no arguments later over what others think you'd want done. Make sure the document is signed and properly witnessed. Be sure to keep it accessible, not locked away in a safety deposit box. It never hurts to keep a copy in your car's glove compartment, ready to go in case of a serious accident. Give copies to your agent and



others close to you, and ask that they give your doctors a copy when the time comes. Many hospitals will ask you to either bring a directive with you or fill one out upon admission.

If an attorney helped you fill out a different document previously, let him or her know it's been superseded. Destroy the earlier document or write "revoked" on it.

Remember, you can always change your mind. However, if you don't write down your medical wishes now, while you're able to do so, you may be subjecting yourself later to heroic efforts you didn't want—and subjecting your loved ones to a great deal of uncertainty and unpleasantness, including court battles. Wishing won't help you, but "Five Wishes" or a similar document will, if you fill it out and use it.

BLASTS FROM THE PAST, *continued from page 8*

- ◆ The "headquarters is moving to Reston" . . . "maybe we're moving to Reston" . . . "we're NOT moving to Reston" fiasco.
- ◆ Wondering why the floors in the "annex" next door on M Street didn't quite align with the floors in the main building.
- ◆ *Today at NEA*, the daily (!) staff news sheet distributed via boxes at the elevators.
- ◆ The wickedly funny April Fool's edition of the news sheet, created and distributed *sub rosa* each year by someone who would later become NEARO president.
- ◆ The staff phone directories that included home addresses and home phone numbers—and even at one point indicated marital status.
- ◆ The filming of "All the President's Men" in the neighborhood.
- ◆ Trying to catch a glimpse of the Rolling Stones when they stayed at the Dolley Madison Hotel next door.
- ◆ Parking behind the old NEA building.
- ◆ Inching ever so slowly up the years-long waiting list for inside parking.
- ◆ Real printing presses in the Print Shop.
- ◆ Walking the picket line during the 1971 and 1974 NEASO strikes.
- ◆ Playing bid whist in the break room.
- ◆ The Wide Area Telephone Service (WATS) line.
- ◆ Barcelona chairs in the 16th Street lobby.
- ◆ The NEA archivist being laid off but continuing to show up faithfully every day to continue her life's work of preserving NEA's legacy, until the powers that be gave up and started paying her again.
- ◆ The room behind the bar at the old Jefferson Hotel, often reserved by fun-loving NEA offices for

after-hours hilarity and beverages to relieve the cares of the workday.

It's funny how many of our collective memories seem to center around elevators and food:

- ◆ Elevators reeking all day after someone smoked a cigarette—or worse, a pipe or cigar—in them.
- ◆ The 16th Street elevator mysteriously stopping on the second floor even though no one was getting on or off there.
- ◆ Being trapped for hours in a stuck elevator—especially scary if it was the freight elevator.
- ◆ Hot lunches at the A.M.E. church on Thursdays, the aromas of great soul food wafting out and permeating M Street.
- ◆ On nice days, lunching outside in the courtyard beyond the cafeteria, on black metal tables and very uncomfortable chairs.
- ◆ The 5th floor snack bar.
- ◆ The 4th floor vending room, where you could get awful coffee to go with your 35-cents-a-pack cigarettes.
- ◆ The two incarnations of the M Street Deli, which disappeared for several years while its old building was demolished and a replacement was built. The deli survived only a year or two in the new building before being replaced by a coffee shop, Vie de France.
- ◆ Lonnie's (across M Street next to the A.M.E. church).
- ◆ The Post Pub, the Devil's Fork, Rothschild's, the Grotto, Loeb's Deli, the Fatted Calf, the Astor, Gusti's, Sholl's Cafeteria, the Iron Gate Inn, Trader Vic's, the Madison Coffee Shop . . .

Gathering for a birthday lunch at the Golden Ox restaurant (L Street between 16th and 17th) in the early 1970s were eight friends who worked in the old NEA Publications Division. Can you name them?

(answers on page 12)



WELCOME, NEW RETIREES!

Melinda Bernal Arizona Education Association 8/1/1997 to 7/1/2011	Mary Gaul NEA-New Hampshire 10/7/1985 to 7/1/2011	Nancy Kochuk NEA Public Relations 5/1/1998 to 6/1/2011
Nancy Dassonville NEA Financial and Membership Services 1/12/1981 to 6/1/2011	Nancy Kline Arkansas Education Association 10/3/1983 to 7/1/2011	James Powell NEA Financial and Membership Services 5/29/1980 to 6/1/2011

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Jim Kirkham 236 Big Magnolia Court St. Augustine, FL 32080 904-910-2689 <i>jimandlorna1@att.com</i>	

FAREWELLS

Frances M. Reynolds died on April 4, 2011. Frances was NEA's head librarian for many years. After leaving NEA, she worked as a librarian at the Library of Congress, Washington, DC.

Mitchell Warren, deferred vested retiree, died on May 2, 2011.

Deitra Wiley died on June 3, 2011, at the age of 63. She was a NEASO employee who had retired on disability in 1998. Deitra is survived by her husband, Arnold Wiley; their children, Isaac and Darwin Wiley; and grandson Devon Wiley.

IDS FOR PHOTO ON PAGE 11

Standing, from left: Carolyn Salisbury, Linda Kiefner (Hill), Ann Marie Bohan, Theresa Furye (deceased), Cheryl Quick, Frances Ragland (deceased), Lynn Marshall. Seated in front: Lynn Park. Behind the camera: birthday girl Nancy Greenberg.



When NEA put me out to pasture, I didn't realize this is what they had in mind.

Cindi Kaiser deCapiteau (retired from NEA Collective Bargaining in 2007) and her horse, Thunder, clean up in New Mexico.

NEARO

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