



Welcome to the December **UEA-R Primetime** newsletter. We hope to keep our repurposed teachers informed on life, news, events, issues, and highlights that are of interest to our UEA-R members. One of the most exciting things at this stage in life is finding so many rewarding and interesting activities to experience and participate in. We would love to use this newsletter as a means for all to share some of the wonderful things you have done and experienced as a retired educator.

We have need of additional editors, article writers, pertinent news, activities, human interest, and any other contributions to the newsletter. The more the merrier!!!!

Please contact any member of our UEA-R Board and/or Tom Nedreberg, our UEA-R president, and Cathy Boyd, UEA-R Board member with your ideas and contributions.

Contact Info:

Editor Cathy - cathyboyd57@comcast.net
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I was afraid this would happen...



President's Message

This time of year is when we reflect and dream at the same time. We look back at the previous year and make plans for the new year. Since many of us are retired, sometimes we may reflect on our lives and work to pass things on to the next generation.

I had a year where these feelings were magnified. I found out in May that I had an enlarged aorta and a defective heart valve and was in danger of a “widow maker” heart attack. Needless to say, I started to look at my life very differently, both reflecting and planning. The first plan was to fix the heart issues, so I had open heart surgery in July. I spent the next 3-4 months both recovering and trying to get back into the rhythm of my life and the things that I normally do. It was a big struggle and I’m sure I have a few more months before I feel “normal” again.

All of this has caused me to look back on my life and career. I started Kindergarten at Garfield Elementary in Zanesville, Ohio. The school was built in 1896 and the Kindergarten was in the basement. The school has since been torn down. Our family moved in the middle of the year to Jackson, Mississippi. There was no Kindergarten there, so the next year I started first grade at Spann Elementary. It was built in 1958 as one of three “white” elementary schools from a large bond that was passed in 1956. The bond also included one “black” elementary school. This was right after Brown vs. Board of Education and was in direct defiance of that ruling. Today it’s still being used and is integrated. It’s also on the National Historic register for its unique architecture and history. After third grade there, we moved back to Ohio on the day Medgar Evers was shot in his front yard. It wasn’t why we moved back to Ohio — my dad got transferred back to the main tile plant in Zanesville where he started. Over the next few years though, many whites left Jackson, and it became a predominantly black community — all part of the white flight to the suburbs that affected so many other cities around the nation.

My fourth grade school built in the 1940’s was torn down and replaced in 2006. My fifth and six grade school built in 1885 was torn down, the land sold, and apartment buildings were built in the 1990s. Yes, the desks were bolted to the floor and connected front to back with inkwells. I went to a middle school in New Jersey (another tile plant transfer), and that is now an elementary. My junior high back in Ohio — dad was only in New Jersey for a year — was torn down and the district replaced the school near the same grounds, but also consolidated another Junior High with it. My high school was built in 1953 and was an architectural gem with five stories, each opening out on ground level because it was built on the side of a hill. It was replaced with a building that was more modern in 2012, but it didn’t have an auditorium like the older school. Ohio would help school districts build new buildings, but they wouldn’t invest in auditoriums. As a result, the school had a cafetorium where students had lunch and produced their plays on a very inadequate stage.



I started teaching in Arizona in 1979. That elementary school is now an Arts Magnet School. I taught from 1982-84 in Ticaboo, UT. That school is now gone and the students go to school in Bullfrog. I started in Tintic in 1984 and the elementary I started in is now used for storage for the district.

In 1995, a new elementary was built and as the principal at the time, I have my name on a brass plaque in the main hallway. I finished my career at Tintic High School, built in 1980. Both of these buildings are the pride of Eureka and have been maintained and upgraded so they fit very well with schools built in the past 10 years.

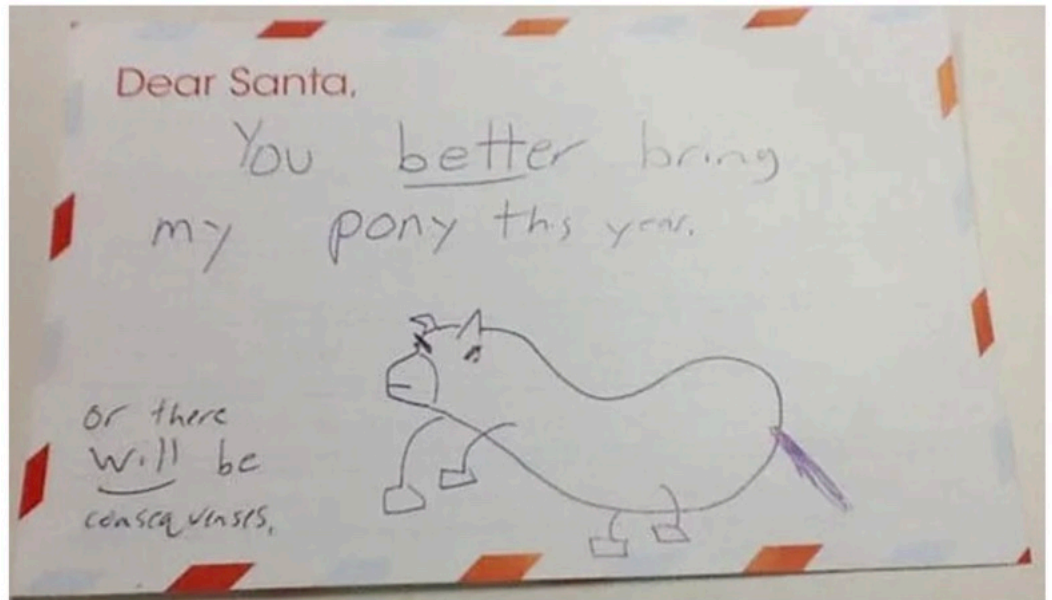
I mention these experiences and schools to make the point that we are all part of a larger continuum. Upon reflection, I realize that I've stood on the shoulders of many who have gone before me, been part of things much bigger than me, and hopefully have contributed something to pass on to others going after me.

After waking up from my surgery this summer, I knew I didn't want to stop going yet. There are still things I want to do. I've really enjoyed my association with UEA-R. If you know of teachers who are now retired who are not members, please ask them to join. It's only \$65 a year with the dues helping fund our scholarships helping current teachers. We also have a lifetime members of a one time payment of \$400. Being involved in education has always been a noble profession and we shouldn't lose touch with it or our friends just because we've retired. We are also looking for individuals to help us with our mission on UEA Committees and UEA-R committees, which is to help the profession and advocate for our retired school employees. If these things interest you, you'll find applications, phone numbers and email at this website: <https://myuea.org/about-uea/our-members/retired-uea-membership>

So in this holiday season and transition into a new year, reflect and dream. Be thankful for those around you and for the good, and even bad things which may happen. Be joyful when good things happen to others, and have empathy when people face hard times. Going to the hospital willingly to allow someone else to hold my heart in their hands, someone else to make sure that I didn't feel it, someone to help me recover, someone to clean the room, and family and friends who helped my wife and me when I got home has been very humbling.

I hope you have a good holiday. I hope you have a great new year.

**Remember
this
student???**



STAY UP TO DATE -CHECK THE UEA-R WEBSITE

UEA-R Website <https://myuea.org/about-uea/our-members/retired-membership>

Meet musician Richard Heath
and some of his friends. Profile
of an amazingly versatile,
passionate, and musically
talented educator!!



I'm honored to be able to serve the education profession and the schoolchildren of the state of Utah on the UEA-Retired Board of Directors. I'm Utahan born and bred. I attended Kindergarten at South Kearns Elementary, in the Granite School District, for a whole six weeks, in the Summer of 1957 and one term of First Grade there. Then moving to Bountiful, Utah and receiving the rest of my elementary and secondary education in Davis County schools, graduating from Bountiful High School in 1969. I received a Bachelor of Arts Composite Degree in Music Education, Instrumental Emphasis, from Southern Utah State College (Now, SUU) in 1977. I taught instrumental music in Davis School District for 35 years. Also, I developed a Music Appreciation class for and taught at Utah Electronic High School for 12 years near the end of my career.

While teaching, I served as an Association Rep (20 years or so) and on the Davis Education Association and Uniserv boards and UEA-PAC. I was impressed at my first faculty meeting before my first school year started, of the importance of being an association member and I have been a member ever since (48 years). As you well know, our associations: local, state and national, play an important role in the education process. Especially today, advocacy for our public schools is more important than ever, whether at the ballot box, on Capitol Hill, or at the schools themselves.

Public schools are being threatened. Some lawmakers have disliked Public Schools mainly because they don't produce any profit. Their product takes 13 years to mature and then they are not quite ready to stop being a drain on the resources of the state/nation until the students get more training for a trade or profession in a post-secondary school. This resentment often spills over into laws that are passed to hold back our school's progress, or to punish association members. Then, when a school's progress is slowed by these unreasonable restrictions or requirements, the lawmakers can cast blame and say the schools are failing the children. The truth is the lawmakers are failing the schools *and* our children. This association of teachers, in-service and retired need to call out the Legislature especially when they commit these forms of legislative malfeasance. That is our job. Well, that's my soapbox.

In my spare time, I enjoy musical performance, a few political activities, serving in my church, reading about history as well as a good mystery, and annoying my grandkids. I hope that at this writing, all of you are enjoying your retirement. Thank you for the great public service each of you rendered as educators in the State of Utah!

Richard M. Heath

UEA-R BOARD REPORT

November 2025 UEA-R Board Meeting.

Board will review in Nov. UEA-R By-Laws, Dec. Educator on the Hill Applications, Check on the UEA-R Elections, Jan. Election held, Start attending Educator on the Hill, Midwinter Attendees, Feb. Recruit for House of Delegates; which will be held May 9th, select NEA-R and NEA-RA Delegates.

No change to the UEA-R Budget

Many items were reviewed and accepted for UEA-R Bylaws. Including Scholarship Committee, selection process for NEA-R & NEA-RA delegates, defined Ad Hoc committees, and rotation of elections for Officers and Board members.

Discussion on issues of dismantling US Department of Education, <https://www.nea.org/about-nea/media-center/press-releases/trump-administration-robs-students-educational-opportunity-announcement-dismantle-department>

<https://www.nea.org/advocating-for-change/action-center/take-action/tell-congress-stop-destruction-department-education>

We are watching H.B. 267 – not allowing unions to negotiate for educators and other public employees. More than 320,00 signatures were gathered to put this on the ballot. During a special session of the legislature on Dec. 9th the Utah state legislature repealed H.B. 267

How often should our newsletter go out during the year?

Creating a UEA-R Mission and Vision Goals, will look more in January.

Five areas for our goals: 1. Professional, 2. Quality Public Schools, 3. Organizational Growth, 4. Member Support, 5. Social Justice.



Talented and dedicated member of UEA-R, Karen Loveridge, has worn many hats.

Karen Loveridge:

I was born in 1955 and went to Davis Elementary schools and then moved to Holladay and graduated in Granite District. After working a few years, I moved to Washington D.C. to work for a consulting firm. In 1986 I returned to Utah for school in the most impractical major possible – film. Just before my senior year I broke my ankle and needed surgery. Once mobile I moved to stay with family in California for the summer and then tempted and hired at the corporate office of Intel, where I stayed for 6 years. I returned to Utah in 1996 and worked a few jobs before I started working for UEA in July, 2005.

As an Associate, I supported the National Board Certified Teacher program until the state took it over. I supported the Summer Leadership Academy, Bargaining Summit, Educator Day on the Hill, Educator Day on the Hill Plus, the Legislative Poster, Council of Local Presidents, Bargaining Summit and scouted venues for HOD among other tasks. After 20 years, at age 70 I retired from UEA on July 1, 2025. I feel incredibly blessed to have worked for an organization and with coworkers I respected. UEA staff genuinely care about each other, members and public education and am in awe of the quality and volume of work they do. I really appreciate the existence of UEA-Retired, which gives me an opportunity to stay connected with UEA.

Educator Day on the Hill

Your educator perspective makes a difference in shaping Utah law and policy.

UNLEASH YOUR VOICE AT UEA EDUCATOR DAY ON THE HILL

Engage, connect, and empower every Friday during the legislative session with UEA Educator Day on the Hill. This is your chance to turn advocacy into action.

Legislators often desire to hear directly from public educators rather than relying solely on secondhand information, and this event provides a unique platform for educators like you to engage with representatives, share insights, and actively participate in the democratic process.

2026 UEA EDUCATOR DAY ON THE HILL

Early Bird registration will be available for Locals until January 1, followed by registration for general UEA membership. Use the links below to sign up early ensuring meeting room access and a lunch box.

Friday, January 23

Friday, January 30

Friday, February 6

Friday, February 13

Friday, February 20

Friday, February 27



KEY HIGHLIGHTS OF UEA EDUCATOR DAY ON THE HILL

- **Capitol Hill Gathering:** Join us bright and early at 7 a.m. in the Aspen Room of the Senate Building on Capitol Hill (350 N. State Street). This is where your journey begins.
- **Legislative Insights:** The UEA Legislative Team will provide a comprehensive briefing on current education bills and the public education budget. Gain valuable knowledge about the legislative landscape and the most important issues to educators.
- **Witness Democracy in Action:** Immerse yourself in policymaking by attending a committee meeting or observing floor debates. See firsthand how decisions are made and policies are shaped at the heart of the legislative arena.
- **Connect with Your Legislators:** Our dedicated [UEA Legislative Team](#) will guide you in contacting legislators from your specific districts. This personalized approach ensures that your voice is heard where it matters most.
- **Midday Recap:** Reconvene at noon in the Aspen Room for a debrief session. Share your experiences, insights, and concerns from the morning's activities. Pre-registered attendees can enjoy a provided lunch, fueling up for the afternoon ahead.
- **Pre-Registration Encouraged:** We encourage all attendees to pre-register to align with UEA safety protocols and accommodate changes at the State Capitol Building. While not mandatory, pre-registration guarantees access to meeting rooms* and secures a boxed lunch (note: the Capitol cafeteria is permanently closed).
- **Flexibility and Inclusivity:** Though attendance limits are not anticipated, some participants may be directed to alternative activities in the unlikely event of exceeding space in scheduled meeting rooms. Participation in crucial elements like meeting with legislators and attending committee meetings remains open.
- **Prepare with EDOH-Plus:** Elevate your experience with EDOH-Plus, offering essential legislative training for first-time Hill Day attendees. Held on Thursday evenings before each Hill Day, EDOH-Plus also provides potential reimbursement for travel expenses. Secure your spot by registering in advance. For further details or to express interest in participating, contact your local leader and/or UniServ director.

Spending the kid's inheritance!

2025 was a big reunion year for me. 50 years since graduating from my Upstate New York high school class of '75. Made the trip this summer to reconnect with my fellow graduates.

Three months after high school graduation, two freshman from opposite sides of the country were paired together in the dorms at the U of U. I lucked out with a wonderful roommate from Honolulu, Hawaii. We hit it off and have been friends for life, even though she now lives in Texas. After 50 years we needed a reunion. Being Baby Boomers, our reunion destination ended up being the Las Vegas Sphere and tickets to "The Eagles".

WOW!!! What an experience. Even The Eagles band members were blown away by the venue. The concert inside the Sphere was spectacular. Obviously the music was classic Eagles but the visuals surrounding the audience was on another level entirely. Consider any show at the Sphere a bucket list item. As you can see from the picture, the better visual experience is in the upper seats (300's to 400's) unless you really want to see the band up close. The lower seat attendees tend to have to look up more (inviting neck pain) than those in the higher seats. The Sphere seats 18,000.

With this feature in the newsletter, I hope others will share any great experiences, concerts, shows, hikes, parks, and travel they have liked and others might enjoy. You can contact me with pictures and a short blurb about the experience and share the idea with other retired boomers.

Looking forward to learning about some more great experiences to spend my kid's inheritance :) :)

Cathy Boyd email cathyboyd57@comcast.net

cell 801-652-8297



Wasatch Manor: A Great Place To Retire



Fifty years ago the very forward-thinking Association members of Davis (DEA), Granite (GEA), and Salt Lake (SLEA) built a 12-story, 188 unit apartment building in downtown Salt Lake as a place for retired teachers to economically live. The beautiful complex is still owned by the Associations.

There are fair market units and HUD subsidized units available for rent to adults over 62 years of age. It is pet friendly, non-smoking, with key entry and safe underground parking. Social activities for residents are planned monthly by the Project Manager, Raney Brown. Community Housing Services manages the daily operations. There is a website for more information if you or someone you know would love to live close to everything in the heart of the city.

Wasatch Manor has a Board of Directors made up of retired teachers from the Association owners. The current Board members are Margo Harpster (SLEA), Penney Tyree (GEA), Don Paver (DEA), Tawnia Paver (DEA), and Board President Trudy Henderson.

WASATCH MANOR
535 S 200 East
Salt Lake City, UT 84111
Phone: (801) 363-2534
Email:
WasatchManor@chsutah.org
Units: 186



Christmas Treats



Cranberry Orange Muffins

★★★★★ littlesweetbaker.com (6)

35 min · 250 cal · 12 servs

[Read full directions](#)

Brighten up your day with these amazing cranberry orange muffins. They are packed with delicious tangy cranberries and fresh orange flavor.

RECIPE

NUTRITIONAL INFO

SUBSTITUTIONS

Ingredients

2 cups	Purpose Flour (310g, all)
1 tablespoon	Baking Powder
½ teaspoon	Salt
½ cup	Vegetable Oil (120ml)
1 cup	Granulated Sugar (200g)
2	Large Eggs
½ cup	Milk (120ml)
1 teaspoon	Vanilla Extract
add	Zest Of Orange (about 1 tbsp)
1 cups	Fresh Cranberries (150g)
½ cup	Powdered Sugar
1 tablespoon	Orange Juice (freshly squeezed, plus more if needed)

Directions

1. Preheat oven to 425°F. Spray a 12 cup muffin tray with non-stick cooking spray or line with paper liners.
2. In a large bowl, toss together the flour, baking powder and salt. Set aside.
3. In a medium bowl, whisk together the vegetable oil, sugar, eggs, milk...

[Read full directions](#)



A hacker called me and said he had all my passwords, I got a pen and paper and said 'Thank God for that, what are they'

What Does Our Association Stand For? A look at the NEA Resolutions By Brian Ferguson

The National Education Association devotes considerable time, resources, and personnel to the production and updating of an ongoing document known as the “NEA Resolutions.” The Resolutions are defined as “formal expressions of opinion, intent, belief, or position of the Association.”

These are not those formal “parliamentary” kind of resolutions that use the format “Whereas..., Therefore let it be resolved...” Rather, each of our Resolutions start with “The NEA...” followed by a verb, such as “believes, supports, urges, affirms, encourages, recognizes, recommends, insists, ...” Then the Resolution goes on to state, and explain, the Association’s position on a given topic.

Here is the first sentence of an actual NEA Resolution: “The National Education Association believes that all students must have a comprehensive school library media program within their educational settings.” This Resolution goes on to say that each school should have a full-time certified/ licensed librarian, both print and electronic resources, and instruction in library research and information literacy.

The NEA Resolutions are detailed and comprehensive. They include positions on every educational topic you can think of. The important thing to understand is that our Resolutions are edited, updated, and re-adopted by the NEA Representative Assembly *every year* to keep them current. As the official statement of what the NEA stands for, the NEA Resolutions are, and have always been, created, amended, and adopted democratically by elected representatives of the members of NEA.

One might ask, “What is the value of creating a large booklet of ‘belief statements’? Who ever reads it? Doesn’t it just sit on the shelf? My answer is to tell people what former NEA President, Lily Eskelson-Garcia, once told me. She said that when she is on national radio or television being interviewed, and she is asked “How does the NEA feel about...” (a given educational issue)?, her response is always to quote from the NEA Resolutions.

Lily told me that she may have a personal opinion on whatever topic she is being asked about, but that, as the President of a 3-million-member union, her personal opinion did not matter. She always responded to interviewers with the official NEA position as written, debated, amended, and adopted by the Representative Assembly of the NEA – and documented in the NEA Resolutions.

Oh dear, kitty needs help.

Guess what else needs help?

PAC needs your generous contributions.

Please check out the following contribution forms or QR code.



UEA PAC

By Tom Nedreberg

I know that each of us is bombarded with requests for money. If I were to total up all the requests I get from political texts or emails, it would be a thousand more than I make in a month. Still, the sad thing is the politics that affect me or the profession I've loved and worked in for 43 years, is now being financed with HUGE contributions to politicians from companies and individuals who don't seem to have the best interests of public education. So while I may contribute to an individual candidate now and then, what I do every month is give to the UEA-PAC. The money may not be a lot but I know it's combined with others who care about education and is used to support public education-friendly candidates. Please consider a contribution as well to further the work in standing up for public education. For more information and finding a place to contribute, visit this website: <https://myuea.org/pac>

Support PAC

Politics is always a topic people want to run from. It's bad enough that it's there but worse that it seems to have such a huge influence on our everyday lives. We do all kinds of things to try to change our representative's minds on topics we care about. We write, call, email, and sometimes even demonstrate. But, the only way to change things how we'd like them to be is to have candidates who represent us who believe in the same things we do, and that takes money.

Let me be clear here. UEA does not use any of its dues dollars to help political candidates get elected. Members who are interested in funding a candidate donate money to the UEA PAC or Political Action Committee. This money is not dues money and is used to help candidates from both parties who are friendly to education and can be used in both primary and general elections. Here is the Website where the UEA PAC is explained and where you can donate.

<https://myuea.org/advocating-change/uea-political-action-committee>

There is also another type of political committee called a PIC or Political Issues Committee. This type of committee is centered around issues, and dues dollars can be used to help in campaigns about issues. Members and others can also contribute to a PIC when they believe strongly in campaigning for an issue like what the referendum will be about.

Below is the QR code to contribute to the UEA PAC. UEA will be posting a QR code for the UEA PIC soon. Please consider donating to one or the other or, better yet, both because this issue is important and because we need to replace some of the faces in the legislature who continuously vote against public education.



QR code for UEA PAC Contribution



Voluntary Political Action Contributions

UEA Political Action Committee, P.O. Box 57880, Murray, Utah 84157

Only U.S. citizens or permanent residents may contribute to the NEA Fund, UEA-PAC and local PAC.

Name _____ UEA Membership # (if known) _____

Address _____ Personal Email _____

City / State / Zip _____ Cell or Home Phone _____

Local Association Name _____ Work Location/School Name _____

Annual PAC Contribution Levels

A recommended minimum of a \$24.00 annual contribution to the Utah Education Association Political Action Committee (UEA-PAC) and a \$6.00 annual contribution to the local Political Action Committee (L-PAC) are included here. UEA-PAC and L-PAC funds are used to help elect friends of education at the state and local levels.

VOLUNTARY PAC CONTRIBUTIONS	<input type="checkbox"/> CAPITOL CLUB GOLD	<input type="checkbox"/> CAPITOL CLUB SILVER	<input type="checkbox"/> CAPITOL CLUB BRONZE	<input type="checkbox"/> ACTIVIST LEVEL	<input type="checkbox"/> ENTRY LEVEL	<input type="checkbox"/> CUSTOM AMOUNT
TOTAL ANNUAL PAC	\$ 250.00	\$ 200.00	\$ 99.00	\$48.00	\$ 34.80	\$
LOCAL PAC	\$ 50.00	\$ 40.00	\$ 18.00	\$ 12.00	\$ 6.00	\$
UEA-PAC	\$ 175.00	\$ 140.00	\$ 72.00	\$ 30.00	\$ 24.00	\$
NEA Fund	\$ 25.00	\$ 20.00	\$ 9.00	\$ 6.00	\$ 4.80	\$
PAC Monthly Deduction	\$ 25.00	\$ 20.00	\$ 9.90	\$ 4.80	\$ 3.48	\$

PAC Contribution Methods

- CHECK/CASH** - I would like to make a check/cash PAC contribution at this time. (Please make check payable to UEA-PAC.)
- E-Z PAY PAC OR CREDIT CARD** - An Electronic Funds Transfer (EFT) Authorization or Recurring Credit Card (RCC). Please complete the EFT or RCC PAC authorization on the back, providing your account information. The total PAC annual contribution will then be divided by 10 to determine the monthly contribution amount. Deductions begin in October and end in July for each school year.
- PAYPAL** (can only pay UEA-PAC)

By signing below, I agree to the marked contribution amounts.

Signature _____ Date _____

NEA Fund

The National Education Association Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members and uses those contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Contributions to the NEA Fund are voluntary; contributing is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although the NEA Fund requests a minimum annual contribution of \$4.80, this is only a suggestion. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA or any of its affiliates.

Contributions or gifts to the NEA Fund are not deductible as charitable contributions for federal income tax purposes.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for everyone whose contributions aggregate in excess of \$200 in a calendar year.

Federal law prohibits the NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

Capitol Club

The UEA Capitol Club is your chance to join a select group of educators who recognize the importance of being involved politically and financially. Capitol Club members understand that voting alone is not enough to elect officials who make the commitment to children and public education, but that it also requires an investment of time and money.

Capitol Club Bronze members contribute at least \$99.00 per year to help elect public education-friendly candidates to office, with at least \$72.00 of that amount designated to UEA-PAC. Capitol Club Silver members contribute at least \$200.00 per year, with at least \$140.00 of that amount designated to UEA-PAC. Capitol Club Gold members contribute at least \$250.00 per year, with at least \$175.00 of that amount designated to UEA-PAC.

PAC contribution form from UEA Website

<https://myuea.org/advocating-change/uea-political-action-committee>

EFT – ELECTRONIC FUNDS TRANSFER INFORMATION	RCC-CREDIT CARD INFORMATION
<p>You may attach a voided check for accuracy. (No deposit slips)</p> <p>Name on Account: _____</p> <p>Billing Address: _____</p> <p>Bank Name: _____</p> <p>Account Type: <input type="checkbox"/> Checking <input type="checkbox"/> Savings</p> <p>Bank Routing # (9 digits): _____</p> <p>Bank Account #: _____</p> <div style="border: 1px solid #ccc; padding: 5px; margin-top: 10px;"> <p style="font-size: small;">John Doe 123 Bankers Boulevard New York, NY 10001 555-555-5555</p> <p style="text-align: right;">Date: _____ 1111</p> <p>Pay to the order of: _____ \$ _____</p> <p style="text-align: right;">dollars</p> <p>Generic Bank and Trust</p> <p>Memo _____</p> <div style="display: flex; justify-content: space-around; font-size: x-small;"> <div style="border: 1px solid #ccc; padding: 2px;"> :123456789 </div> <div style="border: 1px solid #ccc; padding: 2px;"> :10987654321 </div> <div style="border: 1px solid #ccc; padding: 2px;"> :1111 </div> </div> <div style="display: flex; justify-content: space-around; font-size: x-small; margin-top: 5px;"> ROUTING NUMBER ACCOUNT NUMBER CHECK NUMBER </div> </div>	<p>Name on Account: _____</p> <p>Billing Address: _____</p> <p>Credit Card Number: _____</p> <p>Exp. Date ___/___/___ CVV: _____</p> <p>Name as it appears on the card: _____</p> <p style="font-size: small; margin-top: 20px;"><i>I authorize the Utah Education Association Political Action Committee (UEA-PAC) or its designated local to initiate credit or debit entries to my account with the financial institution named above. I authorize those payments to be made on a recurring basis, payable in monthly installment as set forth above.</i></p> <p style="font-size: small; margin-top: 10px;"><i>I understand that this authorization for the payment of PAC contributions continues year-to-year and shall remain in effect until my written notice of termination. I understand that the rejection of any electronic funds transition of recurring credit card payment shall not constitute the termination of my PAC contribution. I further understand that UEA-PAC or the local PAC will notify me in writing if a transaction is rejected.</i></p> <p>Signature: _____ Date: _____</p>

PayPal Payments

If you want to pay by PayPal you DO NOT need to turn in this form; however, you can only pay UEA-PAC. Go to the following QR code and fill out your information there:



NEWS FROM PROTECT UTAH WORKERS

Because
of
YOU



PROTECT
UTAH
WORKERS

Dear Protect Utah Workers volunteer,

During the special legislative session, the Utah Legislature repealed HB 267 Public Sector Labor Union Amendments. This happened because of you and thousands of volunteers like you who supported the referendum.

You were one of 5,000 volunteers who helped collect 320,000 signatures in just 30 days to defend public workers' rights. You stood outside in the cold, tabled at events, talked with friends, coworkers and complete strangers. You confirmed Utahns want public workers to have a real voice on the job. **We would not be here without you.**

Your work preserved the rights of firefighters, police, nurses, public educators, transportation workers, state lab chemists, airport staff and all the other critical public workers who keep Utah running every day.

The repeal is a powerful reminder of the strength of solidarity. The Protect Utah Workers coalition will continue to defend workers' rights in the months and years.

In solidarity,

Protect Utah Workers Coalition

- AFL-CIO
- AFSCME Local 1004
- American Federation of Teachers Utah
- Amalgamated Transit Union Local 382
- American Federation of Government Employees
- Communications Workers of America Local 7765
- International Brotherhood of Electrical Workers Local 354
- International Union of Operating Engineers Local 3
- International Union of Painters and Allied Trades
- Operating Engineers Local 3
- Professional Firefighters of Utah
- Salt Lake Valley Law Enforcement Association
- Sheet Metal Workers Local 312
- Teamsters Local 222
- United Food and Commercial Workers Union Local 99
- United Mine Workers
- United Mountain Workers
- Utah Education Association
- Utah Public Employees Association
- Utah School Employees Association
- Utah State Fraternal Order of Police



*Where, oh where
is Utah's
Snow???*



PAT RUSK LEGACY SCHOLARSHIP



The Pat Rusk Legacy Scholarship is moving in a new direction. *Seniors helping Seniors* is in the process of switching the winning Aspiring Member applicant(s) over to cover the cost of their first year teaching membership dues. More information will be coming. Donations are alw [887 E Pontiac Dr, Murray, UT 84107](https://www.uea.edu/887-E-Pontiac-Dr-Murray-UT-84107) ays welcome! Mail checks to UEA C/O Marjean Wayment, or call Brenda at 801-417-0232 to make a credit card donation or code below. Let's help excite a new generation of educator advocates.



Keep informed on Facebook

UEA-R FACEBOOK PAGE

Another way to stay informed! Just search Facebook for "UEA-Retired." Send us a request to join, answer three simple questions, and your in.

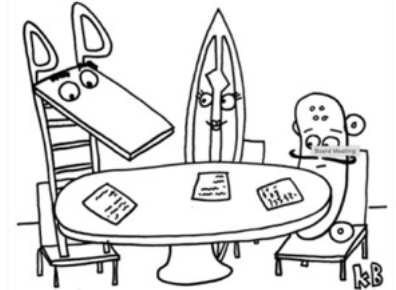
UEA-R Facebook: <https://www.facebook.com/groups/920962507997674>

2025-2026 UEA-R BOARD MEMBERS

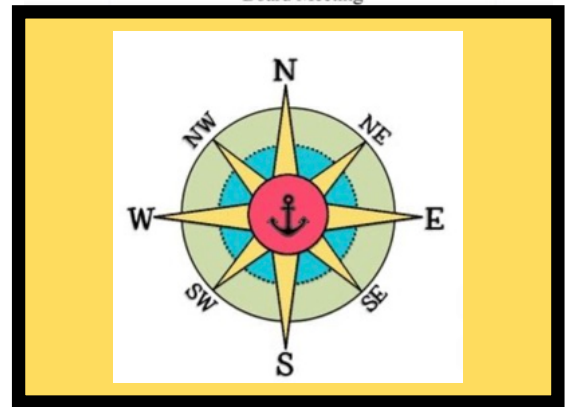
December 2025

Interested in becoming a board member
contact President Tom Nedreberg.

Name	Email Address	Phone Number
Nedreberg, Tom	uea.r.tom@gmail.com	Cell 801-921-3356
Gilman-Hasenwinkel, Susan	sjhasenwinkel@gmail.com	435-703-4956
Anderson, Ryan	kumquatry@hotmail.com	435-259-5263
Ferguson, Brian	briannsl@gmail.com	Cell/Text 801-497-6615
Paver, Don *	Paver1slc@gmail.com	801-244-6419
Henderson, Trudy	avayda71@gmail.com	Cell/Text 801-668-8175
Green, Debbie	green.dlouse@Comcast.net	801-726-4525
Heath, Richard	rmheath1951@gmail.com	801-589-2451
Thurgood, Shawnie Dr. Seal Ed.D	shawniethurgood@hotmail.com	435-760-3440
Karen Loveridge	karenlaraelove@gmail.com	
Tondro, Keith	krtondro@gmail.com	Cell/Text 801-231-6605
Boyd, Cathy	cathyboyd57@comcast.net	801-652-8297
Gallagher-Fishbaugh, Sharon	sharon.gf@outlook.com	801-244-3692
Griffin, James	jimggriffin67@gmail.com	801-885-1705
Grow, Lynette	growlynette@gmail.com	801-540-4285
UEA-VP Baca, Brandon	Brandon.baca@myuea.org	801-663-8792
UEA:		
UEA: Jay Blain (Staff Liaison)	jay.blain@myuea.org	801-266-4461 ext. 114
* Appointed for one year position.		
UniServ liasion from UEA-R:	Alpine, Color Country, Davis, Eastern, Granite, High Des	



Board Meeting



Be part of giving direction to UEA-R. Declaration of Candidacy is due Friday, January 14, 2026, for the 2026 election.

Positions open: UEA-R President, 3 year term, UEA-R Vice President, 3 year term, three Board of Directors each a 3 year term, One Board of Directors a 2 year term, two successor NEA-RA Delegate 1 year term.

For application or questions contact Keith Tondro,
Keith.uearetired@gmail.com

News you can use!

Social Security benefits increase. Social security benefits will increase by 2.8% for 2026, an average of \$56 a month for beneficiaries starting in January.

The annual cost-of-living adjustment is calculated by using the change in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPIW). The COLA was 2.5% in 2025. Over the last decade the annual increase has averaged about 3.1%.

“COLA might reflect the inflation rate, but it is woefully insufficient for older Americans who already have high health care costs and are facing even greater increases in their Medicare costs in 2026,” says Ramsey Alwin, CEO of the National Council on Aging. He says that Medicare premiums are projected to increase between 4% and 12%.

The maximum amount of earnings subject to the Social Security tax will increase to \$184,500 from \$176,100.

(December 2025, Kiplinger Retirement Report)

