



# Education Association of St. Lucie LOCAL 3616

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## The VOICE

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### Voting Information from Tiger—PAC

#### **Make A Plan to Vote**

Although municipal elections typically don't get as much attention as state and federal elections, it is imperative that we elect supporters of union values and working people.

As the Special Election for the City of Port St. Lucie draws near, the following candidates have received endorsements from the Palm Beach/Treasure Coast Central Labor Council (CLC):

*Shannon Martin, Mayor of Port St. Lucie;*

*Travis Walker, City Council, District 3.*

Because of busy schedules and the added stress of a pandemic, it's important to ***make a plan to vote*** in the upcoming election.

Here are some options:

The deadline to register to vote in this election was August 23rd.

#### **Early voting takes place September 11th through September 18th**

The deadline to request an absentee ballot is September 11th.

**Vote-by-Mail (VBM)** - The deadline to request a VBM ballot is September 11th..

It's easy to request using the link here:

<https://www.slcelections.com/VOTE-BY-MAIL-INFORMATION/Absentee-Request-Form-Lookup>

Once you receive your ballot, vote, sign and

seal the back, and mail in or drop it off at any of the Supervisor of Elections offices or early voting locations listed below.

Be sure to mail in at least a week before the deadline of Election Day, September 21st..

You can track your ballot using the same link above to allay any fears about it not being received.

#### **Offices of Supervisor of Elections**

##### ***Orange Blossom Business Center***

*4132 Okeechobee Rd, Ft. Pierce*

##### ***SLW South County Annex***

*250 NW Country Club Dr, Port St. Lucie*

##### ***Walton Rd County Admin. Annex***

*664 SE Walton Rd, Port St. Lucie*

##### ***Tax Collector's Ofc. Tradition***

*10264 SW Village Parkway, Port St. Lucie*

**Vote Early** – Early voting lets you vote at your convenience prior to actual Election Day.

You can also drop off your vote-by-mail ballot during these times.

#### **Early Voting Locations – St. Lucie County**

##### ***Port St. Lucie Community Center***

*2195 SE Airosa Blvd, Port St. Lucie*

##### ***Port St. Lucie Civic Center***

*9221 SE Civic Center Pl, Port St. Lucie*

##### ***Paula A. Lewis Library***

*2950 SW Rosser Blvd, Port St. Lucie*

*Continued on page 2*

*Continued from page 1*

**Vote on Election Day** – If you choose this option, be sure to allow yourself enough time to wait in line to vote. Remember to wear a mask and have your photo ID with you.

Polls are open from 7:00 am – 7:00 pm. As long as you are in line when the polls close, you must be allowed to vote so **STAY IN LINE**.

Know your polling place location ahead of time. If you don't know where you are assigned to vote, you can use this lookup link to find where to go.

Saving the location in your contacts is a good idea.  
<https://www.slectionations.com/ELECTION-INFORMATION/Where-do-I-vote>

*You cannot drop off your Vote By Mail ballot at your polling place.*

*So if you wait until the last minute, you need to either bring the ballot to one of the drop off locations on Election Day or bring your ballot to your polling place where it will be destroyed in order to allow you to vote in person.*

## Focus on CU

with CU Vice-President Sandy Rohn

Hi all and welcome back to this already crazy 2021-22 school year.

I hope you are all doing well and taking care of yourselves.

If ever there was a year that you needed self care, this is it.

Remember to take your **two 15 minutes breaks** and **30-minute duty free lunch** every day.

Your body needs this rest throughout the day to help alleviate stress. Remember, stress can cause your immune system to become weaker.

If you are having issues getting coverage, advocate for yourself and if that is not working, contact your Worksite Leader to ask for assistance.

Remember, you can't pour from an empty bowl.

Thinking of you all and wishing you health and happiness always.

Remember, we are stronger together. Sandy

## Your Contract . . . Clarified! with CTA Vice President Rebecca Petrie

Did you know that there is a difference between your “protected planning time” and other common planning time (or non-student contact time) during the day?

Let's look at what the contract outlines:

**Planning Time:** *time spent in groups or individually during the work day for preparation of the instructional program and work required activities.*

**Protected Planning Time:** *Protected common planning time (principal directed) no more than one day a week.*

**Common Planning Time:** *Collaborative instructional planning of teachers for shared students or common content (e.g. grade groups, teams, departments, small learning communities).*

### ARTICLE IV - - TEACHING CONDITIONS

#### E. Planning

*The Board and the CTA agree that adequate planning time is important to the improvement of the quality of instruction. Interruptions to planning time will be minimized whenever possible.*

*1. Teachers shall have a continuous, uninterrupted block of time*

*daily that is no less than 45 minutes.*

*In schools with block schedules, the official planning time minutes must equate to the same number of minutes biweekly as this provision.*

*2. The official planning time for each teacher will be provided to them in writing either individually or in the Faculty Handbook.*

**The Principal will not direct the official planning period more than one day a week.** *This provision does not apply to other nonstudent contact time within the school day.*

*Continued on page 3*

## Your Contract . . . Clarified! Continued

*Continued from page 2*

So...what does that actually mean?

You should know which planning time is actually “protected” or “official” at your school.

Your administrator may direct ONE of these “protected” planning periods per week.

However, the other four planning periods throughout the week are to be used as teachers see appropriate (grading papers, creating lesson plans, communicating with parents, updating bulletin boards, etc.).

Some school administrators have found ways to include *additional* planning time on the master schedule. In that event, the “protected” time stays as outlined above.

The difference is that *this additional* common planning time can be directed by your administrators.

Now, for those who work at schools on the block schedule, you may have to think about your planning time in a two-week cycle. Essentially each of your 90-minute blocks is equal to two 45-minute blocks.

That means your administration can direct one full 90-minute block within the two week timeframe OR can direct 45 minutes each week.

We hope you find this clarification of planning time helpful.

Please feel free to call the office if you need further information or clarification.

What contract language would you like to see clarified? Feel free to contact the office at (772) 464-6430.

## Member Organizers - Helping to Build a Stronger Union

In August of 2020, Lucy Bravo, Organizing and Member Advocacy Specialist, helped to coordinate the creation of our Member Organizers.

Member organizers are union members who have stepped up to strengthen the union through outreach to other employees of the school district about their issues and rights in the workplace.

To date, our Member Organizers have been highly successful in recruiting our union members.

EASL is currently recruiting to add to our roster of Member Organizers.

### Requirements:

- Current member of EASL
- Valid driver’s license
- Laptop/tablet with reliable internet connection

- A smartphone with texting capabilities
- A willingness to engage with colleagues and other workers via phone conversations and worksite visits
- An application
- Attend a virtual screening session
- Spend up to 5 hours a week performing activities related to member organizer activities
- Participate in trainings and activities

### Approved Member Organizers will receive the following:

- ⇒ Comprehensive training on organizing practices
- ⇒ A monthly stipend

- ⇒ Improved leadership skills
- ⇒ Guidance in the development of worksite specific organizing plans
- ⇒ The satisfaction of building union power for the benefit of colleagues and our community

**If you believe as we believe that Member Organizers** are the best resource for sharing his/her personal experiences and story about what motivated them to become an active union member can empower colleagues in order to fortify the union, then we need you! If interested, please contact Lucy through email:

Lucy.Bravo@FloridaEA.org

Remember: You provide the drive and dedication. We will provide the training and support.



## Participation is the Key to any Strong Professional Organization.

*Have YOU ever wanted to make a difference at your worksite?*

*Do people look to YOU for answers or send you to get answers to their questions?*

*Then YOU may be the next Worksite Leader at your worksite!*

Our Worksite Leaders (WSL's) play a critical role in the operation of the organization and the day-to-day representation of our members.

Our WSL's serve a role like shareholders in a large corporation and vote on items such as our annual budget.

In addition, WSL's often have an opportunity to participate in interviews with candidates running for office and to attend workshops and conferences.

Being a WSL is where most of our officers and Executive Board members began their union careers.

We want to be certain all of our members realize they may run to be a WSL at their school or worksite.

If you are interested, simply fill out a nomination form.

Forms are available on our Members-Only Facebook page (<https://www.facebook.com/groups/EASL3616>) and below.

Once your form is filled out, return it to a current WSL at your worksite.

**Nomination forms are due to your WSL by Friday September 10<sup>th</sup>.**

If an election is necessary because there are more nominations than positions, your WSL will provide further election information.

In the event your school or worksite does not currently have a WSL, our office will be handling the election and you can return your completed nomination form via email ([Lucy.Bravo@FloridaEA.org](mailto:Lucy.Bravo@FloridaEA.org)) or via the pony interoffice mail.

**Nomination forms must be received by our office by Friday September 10<sup>th</sup>.)**

We look forward to welcoming our returning and new WSL's on October 30<sup>th</sup> at our Fall WSL Leadership Conference.



### Education Association of St. Lucie Worksite Leader Nomination Form

Name: \_\_\_\_\_ Bargaining Unit: (circle one) CTA CU ProTech

School/Worksite: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*By signing, you acknowledge that you have read and are willing to fulfill the expectations and responsibilities of a Worksite Leader (WSL):*

1. To be a liaison between the membership at the worksite and the union office and Executive Board.
2. To work with the faculty representative team at your worksite to conduct and/or participate in at least two general meetings of the worksite membership per year.
3. To attend representative council meetings and trainings.
4. To assist members at the worksite in resolving issues at the lowest levels.
5. To assist members in filing grievances, where necessary.
6. To recruit new members into the Association.

**Education Association of St. Lucie  
Local 3616**

**371 E. Midway Road  
Ft. Pierce, FL 34982  
Office: 772-464-6430  
Fax: 772-464-7446**

**EASL Executive Board**

**David Freeland**, President EASL: EASL Office  
**Rebecca Petrie**, Vice President CTA: EASL Office  
**Sandy Rohn**, Vice-President CU: FPCHS  
**Jennifer Kinkade**, Vice-President ProTech: Student Services  
**Laura Lovett-Estima**, EASL Treasurer: Records Center  
**Colleen Peterson**, CTA Secretary: SLWK8  
**Lashawn Floyd**, CU Secretary: NPK8  
**Claudia Martin-Vegue**, CTA Executive Board: SLWK8  
**Pamela Jenkins**, CU Executive Board: SLWCHS  
**Garry Athill**, ProTech Executive Board: LPA  
**Alan Mathison**, CTA Executive Board At-Large: LPA  
**LeAnne Gallick**, CTA Executive Board At-Large: OHK8  
**Jesse Steckler**, CU Executive Board At-Large: SLWK8

**Union Staff**

**Maureen Sinnott**/ Member Support Specialist  
**Lucy Bravo**/ Organizing and Member Advocacy Specialist  
**Barbara Ziegler**/ Office Manager

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[Maureen.Sinnott@FloridaEA.org](mailto:Maureen.Sinnott@FloridaEA.org)

**ProTech Vice President . . . Jennifer Kinkade**

I would like to introduce myself to all of you. I am Jennifer Kinkade and I took over as ProTech Vice-President in July.

I have been a member of EASL since the formation of the ProTech unit. I am an Occupational Therapist (OT) with 27 years experience and have worked in SLPS since 2012. My husband David and I have one college-aged son who graduated from SLPS.

When I was given the opportunity for a leadership position within EASL, I was hesitant at first. I do not consider myself politically motivated. I researched everything I could about EASL, FEA, and the national organizations with whom we are affiliated. I realized that the “politics” I feared were not politics at all.

The Union is here to represent us. The Union is here to make sure we have a contract, fair wages, reasonable working conditions, and so much more. EASL offers resources and benefits that bring us together and improve our abilities as educators. I quickly realized that we wouldn’t have representation if everyone had the “someone else can do it” mentality.

At that moment, I knew I needed to accept the challenge.

As the ProTech Vice President, I am working to understand the needs of this diverse group. I still have much to learn but I am ready to represent you as best I can.

You are an important part of our Union!

There is a role for everyone.

Please reach out and tell me how I can help you become involved.

You can reach me at [Jennifer.Kinkade@FloridaEA.org](mailto:Jennifer.Kinkade@FloridaEA.org)



*Let's Talk  
Benefits*

Welcome to “Let’s Talk Benefits” with Lucy Bravo,  
Organizing and Member Advocacy Specialist.

Every month we will be featuring a union benefit for our members.

Many times, we hear “Oh, I didn’t know about that. WOW!” We want to help keep you aware of the great benefits out there for EASL members.

Do you know that as a union member you have Membership Assistance Services provided for you and your family at  
**NO COST?**

This is a confidential program that is available 24 hours every day.

Services offered deal with many personal issues including: • Drug and Alcohol Dependencies • Prescription Medication Dependencies • Addictions of All Kinds • Pandemic Stress and Anxiety • Job Discipline Problems Related to Behavioral Health • Depression and Anger Management • Family/Relationship Problems • Grief and Loss Counseling • Chapter 69  
Look for upcoming member trainings on education, wellness, and stress. [www.unionsupport.org](http://www.unionsupport.org)



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**Education Association of St. Lucie**  
**Local 3616**  
Your Union Working for You!

## What is another way that your professional organization supports you?

### Confidential Support at Your Worksite

One of the many benefits that the Education Association of St. Lucie provides to its members is one-on-one support at their worksites. This confidential assistance can include help with just about anything worksite related – lesson planning, classroom and time management, and organization. Our Member Support Specialist does not report back to your administrators although they are usually very pleased to know that members have reached out to use one of the resources at their disposal. Whether you are new to education, a veteran in your field, new to St. Lucie Public Schools, or just find yourself needing support, this may be just what you need!

Confidential

For NEW and  
VETERAN  
Educators

One-on-One

Lesson Planning

Classroom or Time  
Management

Organization



**For more information or to  
schedule a visit, please contact:**

**Maureen Sinnott**  
**Member Support Specialist**  
**772-464-6430**  
**[Maureen.Sinnott@FloridaEA.org](mailto:Maureen.Sinnott@FloridaEA.org)**

AN IMPORTANT MESSAGE FROM THE PBTC AFL-CIO AND THE EDUCATION ASSOC. OF ST. LUCIE

TELL YOUR SENATORS

# PASS THE PRO ACT

**SOME 60 MILLION WORKERS** would vote to join a union today, but our labor laws are outdated. The Protecting the Right to Organize (PRO) Act is federal legislation that will give workers the freedom to negotiate together for a better life, boost our economy and continue the fight for civil rights.

Let's change the power dynamics in America and give working people a real say in our future. Stronger unions mean higher wages, safer working conditions and dignity for all. And when working people have the freedom to make our voices heard, America is stronger and our democracy is more secure.

The House of Representatives already passed the PRO Act on a bipartisan vote. President Biden has called on Congress to send the PRO Act to his desk. Tell your senators to take action today.



## THE PRO ACT WILL

- Make it easier for workers to join together to negotiate with our employer for higher pay, better benefits and safer workplaces.
- Protect workers from discrimination or retaliation and guarantee due process rights—stopping employers from firing workers without cause.
- Eliminate Jim Crow-era “right to work” laws that lead to lower pay, fewer benefits and more dangerous workplaces.

# CALL 866-832-1560

TELL YOUR SENATORS IT IS TIME TO  
**BUILD BACK BETTER WITH UNIONS AND PASS THE PRO ACT**



For more information, contact The Palm Beach Treasure-Coast AFL-CIO at 561-841-8626 or visit [www.aflcio.org](http://www.aflcio.org).