



Education Association of St. Lucie LOCAL 3616

Volume 16, Issue 8
March 6, 2023

The VOICE

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Ft. Pierce, FL 34982





Message from David Freeland, EASL President

We are under attack. Senate Bill (SB) 256 is the governor's priority bill designed to eliminate education unions in the "Free State of Florida". If it passes, **we risk losing everything our union has worked for since EASL was chartered in the 1940's and since the right to collectively bargain was won in 1968.** Duty free lunches, the right to Due Process in investigations, scheduled breaks for our Support Professionals, continuing status for Cafeteria and Plant managers, a set workday, and compensatory time are all on the chopping block if our contracts are dissolved... the list is long. We take so much for granted that we and our predecessors worked hard to win.

The Bill is going to its first committee today (March 7th), the first day of the 2023 session in the hopes it can pass before we notice. We noticed.

You will be hearing much more about exactly what is in the bill and our plan to remain strong and working for you, but this is the time when we ALL are going to have to work together united, as a UNION!

WHY EASL MEMBERSHIP MATTERS

- A Voice for Students & Schools 
- Professional Growth 
- Power at the Bargaining Table 
- Representation When it is Needed 

Without **U** and **I**, there is no **UNION**.

Following is the letter I sent to each member of the Governmental Oversight and Accountability Committee, the bill's first committee stop.

Join me and contact your legislators today! See how on page 4.



Education Association of St. Lucie LOCAL 3616

Senator Bryan Avila
404 South Monroe Street
Tallahassee, FL 32399-1100

Dear Senator Avila

I know that this is an incredibly busy time for you with the start of the regular Legislative Session and since you are likely aware of what I'd like to discuss just from the letter head, I'll jump right into my, and more importantly my members', concerns regarding SB 256.

It isn't often an issue comes up that unites our members across the political spectrum. Whether the member is Republican, Democrat, Conservative, or Liberal, I have heard consistent concerns about SB 256.

I have heard from several dozen members who have spouses who are firefighters or police officers. They have expressed anger that in the "Free State of Florida" their spouse has the freedom to choose how they spend their paycheck, who they may associate with, that they may join a union and voice their opinions as a union without fear of retribution by the governor or legislature, but that educators are not deemed worthy enough to also make these choices for themselves without government intervention.

I have also heard from members who remind me that this attack on educators – and make no mistake, you cannot say you love educators but hate their union because our union IS educators – comes at a time when we are facing historic shortages in teachers and critical support staff, when educators are facing increasing vilification from legislators and the governor, and when educators are facing more common and more brutal physical attacks (if you need an example, see the recent vicious attack on an educator in Flagler County <https://www.usatoday.com/story/news/nation/2023/02/28/florida-high-school-nintendo-switch-attack/11363828002/> which is the kind of issue we work with our district to address daily). It is hard to understand why the governor and legislature would choose this moment in time to silence educators; to take away their ability to advocate for themselves. That is not a Conservative ideal, or an idea that contributes to a healthy democracy. Many of the people I represent support the governor and the legislators on other matters but are strongly against this infringement on their rights.

The people of Florida support public sector workers in Florida having the right to collectively bargain enough that it has been guaranteed in our state Constitution since 1968. A reasonable Floridian would wonder why legislators and the governor think they can pick and choose which parts of the Constitution they will honor and would wonder why legislators and the governor think only some workers are worthy of having the Constitution apply to them at all.

It is honestly difficult to see how anyone can call this the "Free State of Florida" with a straight face while at the same time willingly assisting with the dismantling of our Constitutional rights to: Speak without fear of government retaliation, Associate Freely, and Collectively Bargain. Not to mention making the job of teaching exponentially more difficult.

As more and more of our members become aware of SB 256, more and more are going to want answers to these concerns. It isn't just educators either. When we speak with parents and the community and they understand the intent and contents of SB 256, **SB 256 enjoys bipartisan condemnation**. It is simply not the kind of law making that true Free Floridians believe in, regardless of political leaning.

Sincerely,

E. David Freeland
President,
Education Association of St. Lucie

Focus on CU with CU Vice President Sandy Rohn

Hello all: One week until Spring Break! For those of you who are off work - have fun & be safe. For those not on break, enjoy catching up on work without all the people around... lol. Whatever you do, enjoy.

This year is chugging along quickly. That may be for me as I am retiring at the end of this year with mixed emotions of "Yes, I did it" and "No, I cannot imagine not seeing all my friends, co-workers, and my students every day." I will say more on this in May.

OUR Union is under attack by the Florida Legislature. They are proposing a bill that will do everything it can to destroy the Union by not allowing dues payments through payroll deductions; not allowing us to contact you in anyway on school campus; and we must have 60% mem-

bership or our union would have to recertify for the right to represent you. This is an urgent matter because as right now we are only around 50%.

How does this affect you: you would have **no one** to negotiate your salary or benefits & you would lose all the rights that protect you right now.

HOW CAN YOU HELP? If you have a co-worker that is not in the Union, ask them to join and let them know how you benefit from your membership. Encourage your friends to talk to one of your Worksite Leaders if they have any questions. Trust me when I say, you do not want to let them shut us down!

This is not a drill. Help protect your rights today.



Becoming an Informed Advocate – How to Monitor Bills During the Legislative Session

First, find your legislators: <https://feaweb.org/issues-action/find-your-legislator/>

Entering your mailing address will bring up your Senator and Representative. You will see their phone number and can email them directly by clicking on the email icon. Remember to use your personal email address for this type of communication..

Second, follow bills as they are proposed and work their way through the legislative process. You can locate bills that your union is following on www.feaweb.org under the "Issues & Action" tab. You'll be hearing about many of these bills in the coming weeks.

You can also find information about proposed bills by visiting <http://www.myfloridahouse.gov> and <http://www.flsenate.gov/> to do your own research. We encourage you to!

Third, use the information that you learn to advocate for your profession! There are many ways to be an activist. The easiest and fastest way is to call and email your elected officials. Explain to them how the proposed bills impact you, your families, your students, and your working conditions. Ask whether or not they support a bill and why. They need to hear from us.

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
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
Alan Mathison, CTA Executive Board At-Large: LPA
LeAnne Carangelo, CTA Executive Board At-Large: OHK8

Union Staff

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

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David.Freeland@FloridaEA.org
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Barbara.Ziegler@FloridaEA.org
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Union Office Election

Have you thought about running for union office or getting more involved?

We will be holding EASL officer elections.

The positions of EASL President, CU Vice-President, CTA Secretary, ProTech Secretary, EASL Treasurer, and Executive Board ProTech are each three-year terms through 2026.

*The positions of *ProTech Vice-President and *Executive Board At-Large will run in this Special Election for a one-year term through 2024.*

A description of all these positions will be available on page 6 & 7 of the VOICE, www.EASL3616.org, and on www.facebook.com/groups/EASL3616

Your candidate statement of 100 words or less AND a jpeg headshot must be emailed to Lucy.Bravo@FloridaEA.org by 5:00 p.m., along with **nomination form** and **Information for 2023 Candidates form** by Wednesday, March 22nd.



Let's Talk Benefits with
Lucy Bravo, Organizing and Member Advocacy Specialist

This month's focus will be on the union benefit partner



NTA Life, from the start, have specialized in providing supplemental health and life insurance products and services to educators. In fact, NTA stands for National Teacher Associates. That's how strong their ties are to this profession. With more than 40 years of experience serving our nation's educators, they've become skilled at refining their offerings in order to provide the best benefits and support for an educator's lifestyle.

Rusty Jewell

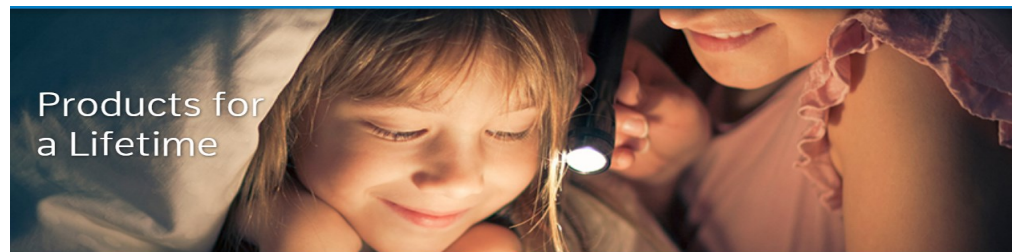
Worksite Benefits Executive

NTA life Company

803-381-8525 cell

904-496-5192

Rusty.jewell@ntarep.com



Our Products

C cancer **H** heart **A** accident **D** disability **I** ICU **L** life **H** hospital **CI** critical illness

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

Your Right to Representation

Being called into a meeting with your supervisor or an administrator can seem daunting. It's important to stay calm and remember your right to representation, also known as your "Weingarten Rights".

Remember: If a reasonable person would believe that discipline could result from the meeting, you have the right to representation.

Ask: "What is the purpose of the meeting?"
Could discipline result from the meeting?
If so...

State: "I want union representation." You can ask for representation at any time during the meeting.



DO NOT be insubordinate if denied representation.

Attend the meeting.

Keep asking for union representation.

Take good notes.

DO NOT sign or agree to anything.

DO NOT make or write statements.

CALL your Worksite Leader or the union office immediately for assistance.

Do's and don'ts when facing disciplinary action:

DO remain calm.

DO get preliminary details.

DO contact your Worksite Leader or the union office.

DO keep notes.

DO retain letters, documents, notes, etc. on the matter.

DON'T attend meetings without representation.

DON'T agree to a change in job status.

DON'T make statements if you can avoid it without being insubordinate.

Here is some additional practical advice, which you should use to protect your rights until help arrives. If confronted with charges:

Remain calm and courteous.

Ask for your union representative to be present. If your rep is not available, ask to reschedule the meeting.

Listen carefully to accusations. Then ask for time to think or to secure information.

Make written notes of the events which occur in any confrontation or accusatory session, or of any other action which appears to be related. Take down every detail, including the names of witnesses and others involved while the details are fresh in your mind.

In the event of a confrontation or threat to your job, do **NOT** resign or sign any papers or agreement.

Immediately contact your Worksite Leader or the union office if trouble strikes.

If you have questions about your right to representation, please contact your Worksite Leader or call the EASL office.

Your contract can be located on the district's webpage as well as ours.

Visit www.EASL3616.org and click the Resources tab.



Education Association of St. Lucie **S**cholarships



Awarded to four St. Lucie County public school graduates whose parents or legal guardians are Education Association of St. Lucie members in good standing. Applicants plan to attend either a 2- or 4- year college of higher education in the major of their choice. These scholarships are given in honor of public school educators and support personnel.

Qualifications:

- ❖ Graduating high school senior
- ❖ One parent or legal guardian must be a member in good standing of the Education Association of St. Lucie
- ❖ Must be pursuing a two or four year college degree
- ❖ Must have a GPA of 2.5 or higher



Daniel Hinojosa Memorial **S**cholarships



Awarded to one St. Lucie County public school graduate whose parents or legal guardians are Education Association of St. Lucie members in good standing. Applicants plan to attend either a 2- or 4-year degree in the field of Mental Health and/or Education. Preference will be given to a qualified candidate who will be entering the Mental Health profession but students who are planning to enter the field of education are also encouraged to apply. In memory of Daniel Hinojosa.

Qualifications:

- ❖ Graduating high school senior
- ❖ One parent or legal guardian must be a member in good standing of the Education Association of St. Lucie
- ❖ Must be pursuing a two or four year college degree
- ❖ Must have a GPA of 2.5 or higher
- ❖ Must be pursuing a degree in the mental health field and/or Mental Health and/or Education. Write a personal statement of no more than 500 words on one of the following topics:
 - Explain a personal experience with mental health concerns and how you will improve your life or the lives of others through education.
 - Tell why you are choosing to pursue a career in the mental health and or education field and explain the impact you hope to make with those facing mental health concerns.
 - Showcase your objective for entering the mental health and or education field.

Scholarship winners will be notified by mail and funds will be paid to the institution upon receipt of proof of enrollment.

To apply, visit www.educationfoundationstlucie.org click on the scholarship tab on the left of the page

Position Descriptions

EASL Officers/Executive Board Positions

Nominees for EASL President, CU and ProTech Vice-President, CTA and ProTech Secretary, EASL Treasurer, ProTech Executive Board, and Executive Board At-Large are requested to write a personal statement of 100 words or less which describes his/her qualifications for office and provide a headshot photograph. *Statements and photos are to be sent electronically to Lucy.Bravo@FloridaEA.org no later than 5:00 p.m. on Wednesday, March 22nd. Statements and photos will be published for member review prior to elections.*

Below are the job descriptions and qualifications for each position that will be elected during this election cycle. Please consider the requirements in making your decision to run for a particular office.

President, EASL: Release Time - The President shall set the agenda and preside at all meetings of the Association and the Representative Council. He/She shall be an authorized signer for all financial accounts. He/she shall appoint all committees and chairpersons not otherwise provided for; shall serve as ex-officio member of all committees, except the nominating committee. He/She shall represent the Association as spokesperson on matters of policy, or assign at his/her discretion, responsibility for such representation. The President may appoint a parliamentarian. Other duties may be specified in the personnel contract between the President and the Association. **Must be an EASL member in good standing for a minimum of 5 consecutive calendar years based on date of membership.**

Vice-President, CU: Shall serve as the membership chair for his/her respective unit; shall assume duties as assigned by the President related to his/her respective unit including bargaining, representation, and committees. He/She shall be an authorized signer on all financial accounts. Dependent on EASL membership, will serve as the union's second seat on the FEA Governance Board. **Must be a CU member in good standing for a minimum of 3 consecutive calendar years based on date of membership.**

Secretary, CTA: Shall keep record of Executive Board meetings and have an up-to-date copy of the Constitution and By-Laws at all meetings. Secretaries shall maintain a record of attendance at meetings. **Must be a CTA member in good standing for a minimum of 3 consecutive calendar years based on date of membership.**

Secretary, ProTech: Shall serve as a substitute to keep record of meetings of the Association and have an up-to-date copy of the Constitution and By-Laws at all meetings. **Must be a ProTech member in good standing for a minimum of 3 consecutive calendar years based on date of membership.**

Treasurer, EASL: Shall be responsible for the collection of all dues and their transmittal. He/She shall have charge of all funds of the Association and shall disburse them as authorized by the Representative Council and/or Executive Board. He/She shall be an authorized signer on all financial accounts. He/She shall be the chairperson of the Finance Committee and prepare a budget to be approved by the Representative Council. The Treasurer shall report such records to the Executive Board, Representative Council, and when appropriate, the general membership. **Must be an EASL member in good standing for a minimum of 3 consecutive calendar years based on date of membership.**

Executive Board, ProTech: Shall serve in a representative capacity of the membership with fiduciary oversight to pass and monitor a balanced budget each year. He/She shall support and monitor programs, membership

Continued from previous side:

development, and negotiations of the association through participation at Executive Board meetings and other meetings deemed necessary by the President. **Must be a ProTech member in good standing for a minimum of 3 consecutive calendar years based on date of membership.**

Vice-President, ProTech: Shall serve as the membership chair for his/her respective unit; shall assume duties as assigned by the President related to his/her respective unit including bargaining, representation, and committees. He/She shall be an authorized signer on all financial accounts. **Must be a ProTech member in good standing for a minimum of 3 consecutive calendar years based on date of membership.**

Executive Board, At-Large: Shall serve in a representative capacity of the membership with fiduciary oversight to pass and monitor a balanced budget each year. He/She shall support and monitor programs, membership development, and negotiations of the association through participation at Executive Board meetings and other meetings deemed necessary by the President. **Must be an EASL member in good standing for a minimum of 3 consecutive calendar years based on date of membership.**

State and National Delegate Positions

Each local union is entitled to a certain number of delegates in accordance with the state and national By-laws and Constitutions. Persons who receive the most votes in each category will be the chosen candidate. If multiple delegates are eligible, then delegates will be designated in descending order beginning with the top vote-earner. If the number of candidates equals the number of delegates allowed then those will be elected by acclamation and the order of delegates will be determined by the return time and date stamp for the nomination form. For each convention/assembly amount paid toward attendance, if anything, is listed next to the description.

Nominees for State Delegate to the NEA are requested to write a personal statement of 100 words or less which describes his/her qualifications for being a delegate and provide a headshot photograph. *Statements and photos are to be sent electronically to Lucy.Bravo@FloridaEA.org no later than 5:00 p.m. on Wednesday, March 22nd.* Statements and photos will be published for member review prior to elections.

Delegate to 2023 FEA Delegate Assembly, October 12-14, 2023 in Orlando

45 delegates may be elected. EASL President and EASL Representative on the FEA Governance Board are automatic delegates not included in the number above. Reimbursement will be provided for hotel, one (1) dinner meal, and travel per EASL policy for up to 12 delegates, as the budget allows. The expectation is that each delegate will make a voluntary contribution of \$75 to the P.A.C.

Local Delegate to 2023 NEA Representative Assembly, July 2-6, 2023 in Orlando

8 delegates may be elected. No reimbursement for attendance is provided by the local, unless budget allows. The expectation is that each delegate will make a voluntary contribution of \$200 to the P.A.C.

State Delegate to 2023 NEA Representative Assembly, July 2-6, 2023 in Orlando

1 delegate may be elected. The EASL President is an automatic delegate not included in the number above. Reimbursement up to \$1,400 provided (\$700 by FEA and \$700 by EASL). State delegate must attend ALL delegate caucus meetings and be present through the end of the Assembly to receive reimbursement. The expectation is that each delegate will make a voluntary contribution of \$200 to the P.A.C.

Education Association of St. Lucie – Spring 2023 Elections
Information for 2023 Candidates

The following information is provided in accordance with the U.S. Department of Labor, Office of Labor - Management Standards (DOL-OLMS) and the Landrum-Griffin Act (both available online).

1. Campaign activities cannot be conducted during the workday.
2. School email may not be used to conduct campaign activities or campaign communications.
3. Requests for lists and labels will be handled as follows:
 - a. Each candidate may request to inspect the union membership list or to obtain a copy of the union membership list. The list will not be furnished electronically and copies must be paid for at the time of pick-up. Copies are .03 per page. The request must be made in writing to the elections committee via Lucy.Bravo@FloridaEA.org. Requests will be processed in the order in which they were received and may require up to 48 hours to fulfill. Candidates should plan accordingly.
 - b. Candidates who wish to order union membership address labels may do so by making the request in writing to the elections committee via Lucy.Bravo@FloridaEA.org. Every 5160 labels are to be purchased by the candidate and provided to Lucy Bravo to process. The cost for processing labels is \$5.00 and is to be paid when labels are picked up. Requests will be processed in the order in which they were received and may require up to 48 hours to fulfill. Candidates should plan accordingly.

The deadline to order lists and/or labels is Wednesday April 5th at 4:00 p.m.

4. Candidates may not use the Education Association of St. Lucie logo on any item used in campaigning.
5. No union or employer funds may be used to assist or support any candidate. This includes the use of employer or union facilities for campaign activities.
6. Candidates may not use a “personal” mailing list that was created or obtained as a result of the candidate (or a supporter) serving as an officer or in a union job.
7. Candidates may not post anything campaign-related to the Education Association of St. Lucie’s social media platforms including Facebook, Twitter, and Instagram.

Printed Name

Signature

Date

By signing, I acknowledge that this is not a complete list of rules. I further acknowledge that I am responsible for knowing and following the rules governing this election and am responsible for being in compliance with the rules set forth by the Department of Labor and the Landrum-Griffin Act.

**This acknowledgement form is due along with the Nomination Form
NO LATER than 5:00 p.m. on Wednesday March 22, 2023.**

Candidates with concerns and/or questions about this information should direct their questions to the Elections Committee Chair via Lucy.Bravo@FloridaEA.org.

There are TWO FORMS required for each nomination.

Please be sure to complete and sign both this [Information for 2023 Candidates](#) form as well as the [Nomination Form](#).

Education Association of St. Lucie – Spring 2023 Elections

Nomination Form

The positions of EASL President, CU Vice-President, CTA Secretary, ProTech Secretary, EASL Treasurer, and Executive Board ProTech are each three-year terms through 2026. *The positions of *ProTech Vice-President and *Executive Board At-Large will run in this Special Election for a one-year term through 2024.* Read the position descriptions carefully. If you wish to run for a position, print and sign your name to the right of that position. If you nominate a member other than yourself, obtain that member’s signature prior to submitting the nomination.

| Position | Printed Name | Signature |
|--------------------------------------------------------------------------------------------------------|--------------|-----------|
| President, EASL | _____ | _____ |
| Vice-President, CU | _____ | _____ |
| Secretary, CTA | _____ | _____ |
| Secretary, ProTech | _____ | _____ |
| Treasurer, EASL | _____ | _____ |
| Executive Board, ProTech | _____ | _____ |
| *Vice-President, ProTech | _____ | _____ |
| *Executive Board, At-Large | _____ | _____ |
| 2023 FEA Delegate (Delegate Assembly: October 12-14, 2023 in Orlando) | _____ | _____ |
| 2023 NEA Delegate LOCAL Delegate (Representative Assembly: July 2-6, 2023 in Orlando) | _____ | _____ |
| 2023 NEA Delegate STATE Delegate (Representative Assembly: July 2-6, 2023 in Orlando) | _____ | _____ |

**Nomination forms are due in the Education Association office
NO LATER than 5:00 p.m. on Wednesday, March 22nd.**

If you are running for EASL President, CU or ProTech Vice-President, CTA or ProTech Secretary, EASL Treasurer, ProTech Executive Board, Executive Board At-Large, or NEA State Delegate:

Your candidate statement of 100 words or less AND a jpeg headshot must be emailed to Lucy.Bravo@FloridaEA.org by 5:00 p.m. on Wednesday, March 22nd.

There are TWO FORMS required for each nomination.

Please be sure to complete and sign both this **Nomination Form** as well as the **Information for 2023 Candidates** form.