



E d u c a t i o n A s s o c i a t i o n
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The VOICE

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371 East Midway Road
Ft. Pierce, FL 34982

Good Reasons to Preserve Your Union Membership (and encourage others to join)

There are many good reasons to belong to the Education Association of St. Lucie. Here are just a few! Feel free to share these with your colleagues as you talk about membership and its benefits.

1. **A commitment to excellence:** Your local union, EASL, is a community of colleagues dedicated to being the best for all of the students we serve. We demand the most of ourselves, each other, and our profession.
2. **Professional growth and development:** Through conferences, meetings, trainings, and communications you are connected to other educators across the district. You have the opportunity to grow as an educator by collaborating with colleagues in a variety of different ways.
3. **A voice on the job:** Our local union has the right to negotiate on your behalf with our employer over wages, hours, benefits, and working conditions. Without a union, management makes all decisions alone. Without collective bargaining, we would have no legal rights at all under the state's "right to work" labor laws.
4. **Your union contract:** From wages to health insurance, performance pay to evaluations, nearly every part of our work life is covered by the contract for which our union bargains. The bigger and stronger our union, the better the contract. Our local bargaining teams benefit from being part of a statewide organization with access to bargaining specialists, staff, and other local unions.
5. **We've got each other's backs:** Our union is an important part of protecting employees' fair pay and benefits and protecting workers from being abused and disrespected at their jobs. Our contractual and legal rights and working conditions will be defended.
6. **Safe learning, teaching, and working environments:** Through our contract and collective action, union members have the assurance that their workplace rights, including health and safety conditions, are being upheld and monitored and ensure the ability to challenge unfair or questionable decisions or actions.

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7. Member benefits that help save you

money: In addition to fighting for fair salaries and benefits, our union offers a range of discount programs that help educators stretch their hard-earned dollars. Through the buying power of our two national affiliates, you are eligible for discounts on insurance, home financing, and everyday purchases.

8. Democracy: This is your union. Our union is run by and for our members. Every member has a vote and access to every level of union governance: local, state, and national. Working together, our unions are what we make them.

9. Membership is a movement: Our local union is part of a vast national movement of educators dedicated to student success, opportunity, and excellence. Joining our local union connects you directly to that movement. Membership in EASL includes being a member of the Florida Education Association (FEA), the American Federation of Teachers (AFT), the National Education

Association (NEA), and the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). The unions that make up the AFL-CIO represent 12.5 million working men and women.

Unions **fought** — and continue to fight — HARD for many aspects of everyday life that are now taken for granted. From leading the charge for a forty-hour work week to securing pensions, from fighting for workplace safety to ensuring a living wage, working men and women have a long and proud history of fighting for a better world. Sadly, educators in Florida and around the nation have seen a concerted attack on those hard-fought advances. Our state legislators have put new requirements on how our unions survive from year to year. This is why union membership is of the utmost importance... now more than ever!

Adapted from
[Good Reasons to Join Your Union | Florida Education Association \(feaweb.org\)](#)

Changes to your bank account used for eDues?

We understand changes happen.

Please call the office to notify us of any changes that may impact your eDues payments.

These changes do not happen automatically and we never want members to unintentionally lose their membership.



Education Association of St. Lucie LOCAL 3616

Education Association of St. Lucie – Spring 2024 Elections
Position Descriptions

EASL Officers/Executive Board Positions

Nominees for CTA Vice-President, ProTech Vice-President, CU Secretary, ProTech Secretary, Executive Board and NEA State Delegate 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 March 26, 2024. 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.

CTA Vice-President: Release Time – The Vice President shall serve as membership chairperson for the CTA; serve on the EASL Executive Board; be an authorized signer for all financial accounts; shall in the absence of the President, assume those duties of the President until a general or special election is conducted; assist the President in serving in a representative capacity for members at worksites and/or on district committees, etc.; coordinate communication with members for local initiatives; supervise and report to the President on committee work such as public relations, membership, staff development, etc.; perform other duties as specified in the personnel contract between the Vice-President CTA and the Association. **Member in good standing for a minimum of 3 years.**

ProTech Vice-President: 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.**

CU Secretary: shall share the duty of keeping a record of all meetings of the Association, the Representative Council and the Executive Board and provide minutes to the President within one week of date of said meeting(s); have an up-to-date copy of the Constitution and By-Laws at all meetings; maintain a record of attendance at all meetings of the Executive Board and Representative Council on file at the office of the Association. **Member in good standing for a minimum of 3 years and a member of the bargaining unit represented.**

Executive Board CTA (1), CU (1), ProTech (1) At-Large (3) 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. **Member in good standing for a minimum of 3 years and a member of the bargaining unit represented.**

ProTech Secretary: 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.**



Education Association of St. Lucie LOCAL 3616

Education Association of St. Lucie – Spring 2024 Elections Position Descriptions

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 March 26, 2024.* Statements and photos will be published for member review prior to elections.

Delegate to 2024 FEA Delegate Assembly, September 20-21 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 2024 NEA Representative Assembly, July 3-7, Philadelphia, PA

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 2024 NEA Representative Assembly, July 3-7, Philadelphia, PA 1 delegate may be elected. The EASL President serves as an automatic delegate. State delegate must attend ALL delegate caucus meetings and be present through the end of the Assembly. The expectation is that each delegate will make a voluntary contribution of \$200 to the P.A.C.



Education Association of St. Lucie LOCAL 3616

Education Association of St. Lucie – Spring 2024 Elections Information for 2024 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 9th 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 26, 2024.**

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 2024 Candidates** form as well as the **Nomination Form**.



Education Association of St. Lucie LOCAL 3616

Education Association of St. Lucie – Spring 2024 Elections Nomination Form

The positions of CTA Vice-President, ProTech Vice-President, CU Secretary, CTA & CU Executive Board and Executive Board at-large (3) are each three-year terms through 2027. *The positions of *ProTech Secretary and *ProTech Executive Board At-Large will run in this Special Election for a two-year term through 2026.* 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
CTA Vice-President	_____	_____
ProTech Vice-President	_____	_____
CU Secretary	_____	_____
CTA Executive Board	_____	_____
CU Executive Board	_____	_____
Executive Board at-large (3)	_____	_____
ProTech Secretary	_____	_____
ProTech Executive Board	_____	_____
2024 FEA Delegate (Delegate Assembly: September 20-21 in Orlando)	_____	_____
2024 NEA Delegate LOCAL Delegate (Representative Assembly: July 3-7, 2024 – Philadelphia, PA)	_____	_____
2024 NEA Delegate STATE Delegate (Representative Assembly: July 3-7, 2024 – Philadelphia, PA)	_____	_____

**Nomination forms are due in the Education Association office
NO LATER than 5:00 p.m. on March 26, 2024.**

If you are running for CTA or ProTech Vice-President, CU or ProTech Secretary, CTA or CU Executive Board and 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 March 26, 2024.

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 2024 Candidates** form.



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

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

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EASL Executive Board

David Freeland, *President EASL: EASL Office*
Rebecca Petrie, *Vice President CTA: EASL Office*
Laura Lovett-Estima, *CU Vice President: Records Center*
Alan Mathison, *CTA Executive Board At-Large: LPA*
Mary Magnuson, *CTA Secretary: FPCH*
Lashawn Floyd, *CU Secretary: NPK8*
Claudia Martin-Vegue, *CTA Executive Board: SLWK8*
Pamela Jenkins, *CU Executive Board: SLWCHS*
LeAnne Carangelo, *CTA Executive Board At-Large: OHK8*
Aurea Barrios-Cardenas, *CTA Executive Board At-Large: MAN*

Union Staff

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

E-mail:

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Rebecca.Petrie@FloridaEA.org
Lucy.Bravo@FloridaEA.org
Barbara.Ziegler@FloridaEA.org
Maureen.Sinnott@FloridaEA.org

2024 St. Lucie County Supervisor of Elections



*Register online at
your convenience!
slcelections.com*

**2024 Presidential
Preference Primary**
March 19, 2024
Deadline to Register
February 20, 2024

2024 Primary Election
August 20, 2024
Deadline to Register
July 22, 2024

2024 General Election
November 5, 2024
Deadline to Register
October 7, 2024

Gertrude Walker, CFS
St. Lucie County
Supervisor of Elections



Let's Talk Benefits with
Lucy Bravo, Organizing and Member Advocacy Specialist
This month's focus will be on the union benefit partner



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EDUCATION ASSOCIATION OF ST. LUCIE

Financial Planning

- Each member is entitled to a **Complimentary Financial Plan**
- On site visits to your school or work location

Investment Planning

- Review of your investments and designing a personalized portfolio appropriate to your needs
- Recommendations regarding positioning of investments within your employer provided retirement plans such as 403(b) and 457(b)

Tax Planning

- Comprehensive review of your tax return to highlight opportunities for maximizing tax reduction strategies
- Recommendations of tax solutions including tax advantaged investments

Retirement Income & Distribution Planning

- Analysis of your current and future income needs
- Recommendations regarding the most appropriate distribution strategy for your employer retirement plans and IRAs

Estate Planning

- Analysis of your current estate plan

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Neither One Overvue nor its representatives provide legal or tax advice. If legal or tax advice or other expert assistance is required, the service of a currently practicing professional should be sought.