



E d u c a t i o n A s s o c i a t i o n
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L O C A L 3 6 1 6

April 5, 2024

The VOICE

Editor: Maureen Sinnott

371 East Midway Road
Ft. Pierce, FL 34982

Your Right to Representation

Being called into a meeting with your supervisor or an administrator is intimidating, even for the most seasoned of us. 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?" and "Could discipline result from this 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.
- Ask for union representation. Continue to ask if necessary.
- 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 a common phrase we often offer our members:

“I will cooperate with your investigation however I will not answer any questions without my union representation.”

Remember that as a member of the union, you have representation when it comes to school- and district-based investigations. If, and we know nobody wants to think about it, law enforcement and/or DCF are involved, you may also be eligible to receive legal representation. You are not required to provide a statement or write a statement.

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

- 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.

The **BOTTOM LINE** is: You do not have to speak with law enforcement or DCF on the spot. Let them know that you want to contact your union rep. Then remain quiet.





Education Association of St. Lucie LOCAL 3616

On March 26, 2024, at the close of the advertised and open nomination period, candidates for CTA Vice President, ProTech Vice President, CU Secretary, CTA Executive Board, CU Executive Board, Executive Board at-large (3) and Delegates to 2024 FEA DA and NEA RA are running unopposed. Under U.S. Department of Labor union election guidelines, if a nominee is unopposed after the union has provided a reasonable opportunity for nominations, the union is not required to include that position on the ballot if the local Constitution and Bylaws do not include a provision for write-in ballots.

Accordingly, the following unopposed candidates are declared elected by acclamation:



CTA Vice-President
Rebecca Petrie



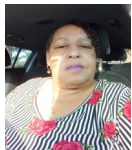
ProTech Vice-President
Corey Moses



CU Secretary
LaShawn Floyd-Bell



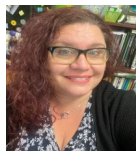
CTA Executive Board
Claudia Martin-Vegue



CU Executive Board
Pamela Jenkins



Executive Board at-large
Aurea Barrios-Cardenas



Executive Board at-large
LeAnne Carangelo



Executive Board at-large
Allison Thomas

2023 NEA REPRESENTATIVE ASSEMBLY STATE DELEGATE



NEA State Delegate
LaShawn Floyd-Bell

2024 FEA Delegate Assembly:

Aurea Barrios-Cardenas

Lisa Bolinger
Jesse Steckler
LaShawn Floyd-Bell
Pamela Jenkins

2024 NEA Local Delegate Assembly:

LaShawn Floyd-Bell

ProTech – No Nominations

Secretary
Executive Board

**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*
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:

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

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*Let's Talk
Benefits*

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



NTA Life, from the start, has 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

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