



# THE SEAGULL POSTSCRIPT

The Official Newsletter of the Collier County Association of  
Educational Office and Classroom Assistant Personnel (CCAEOCAP)



Affiliated with the Florida Education Association/NEA/AFT

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## THEY'RE AT IT AGAIN!

For some reason, legislators in Tallahassee don't like unions. And they really don't like public education employees like you. Why? Because you vote. You speak up about what is wrong with Florida's antiquated public-school funding system. And now, once again, they want to silence you.

Senate Bill 78 (SB 78) has been filed and is moving through the committee process. SB 78 would make it illegal for a union like CCAEOCAP to represent you in negotiations or grievances unless we could prove, each year, that we represent over 50% of the employees. When this was proposed in the past, it left out non-instructional employees. Not this time. Not only that, even when we are at greater than 50%, we would have to sign up each and every employee by August 1 of each year. Even if you had been a member for 30 years, you would have to re-join each year.

The goal they have is simple. Destroy the public unions. Even though logic is not on their side since Florida is a Right-to-Work state and NO ONE is forced to join a union, logic has never been high on the list of these politicians.

You can help. Sign up non-members to keep our numbers above 50%. New employees coming in are not being asked to join. We need them! Recruit them and get your \$50 bonus! Secondly, you can contact the people who supposedly represent you. Below are talking points to use. E-mail your state rep. Tell them that SB 78 is not needed. Click here to find your state senator. We need your help. <https://m.flsenate.gov/Senators/List>

- Our frontline workers, including teachers and support staff, have been keeping Florida running during the pandemic. It is never appropriate to make life harder for these workers.
- This bill is a big government bill which limits the individual freedoms of many frontline workers, including educators. Why should workers be required to jump through more hoops? Joining an employee organization is a personal decision. Our frontline workers do not need more regulations and big government overseeing their personal decisions.
- No one has asked for this bill – and it is not needed. Current law protects employees' rights and allows them to join or terminate their membership at any time. All this bill will do, is make it harder for individuals to exercise their constitutional right to join their union/employee (professional) organization.
- SB 78 is unnecessary. Florida is a right to work state. Workers NEVER have to join their union. It is their choice whether and when to join, and can cancel their membership at any time for any reason.

## FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) COVID-19 LEAVE CARRYOVER FOR STAFF

The Federal Law that allowed for emergency ***PAID*** leave, called the FFCRA, expired on December 31, 2020. An update on this is that **the paid FFCRA leave has been approved for carryover into the new year under the Act until March 31, 2021.**

OCAP eligible employees who are not eligible for remote work and/or need a leave of absence, are eligible for a maximum of 10 days of paid leave if they:

- have been advised by a health care provider to self-quarantine related to COVID-19;
- are experiencing COVID-19 symptoms and are seeking a medical diagnosis;
- are caring for an individual subject to an order described in (1) or self-quarantine as described in (2)

\* Once the 10 days of paid leave is exhausted, any additional time absent due to Covid-19 will be taken from an employees' own paid leave time, or if no time is available, the leave will be unpaid.

FEA is pushing the governor to make school employees a priority for getting the vaccine. As of this writing, that has not happened. The National unions are also pushing for this, as they believe that educators should receive priority access to COVID-19 vaccines because of the importance of safe, equitable, and effective in-person instruction and support.

## READY, SET, BARGAIN!

It is getting to be that time again. Before you know it, we will begin meeting with the district to start negotiations for the 2021-2022 school year. The contract under which you work will be open to negotiate salary issues and one article. This is one of the most vital aspects of the association, and we really value your input. If there are items about your salary, leave, or working conditions you feel strongly about, let us know. A survey link will be coming out soon that will have questions on this and other topics.

If you have a strong desire to be on the bargaining team, let CCAEOCAP President Connie Steed know. We don't usually have large bargaining teams on years when the entire contract is not open. We also try to make sure we have different groups and levels covered.



The CCAEOCAP Office will be **Closed** on President's Day, Monday, February 15<sup>th</sup>

We hope you have a great holiday!



### TIGER Roundtable

With Guest  
**JEN MITCHELL**  
CCPS School Board Vice Chair

Thursday, February 18 at 4:30pm - Zoom

*\* The meeting link will be sent to TIGER Members' home email address in advance of the meeting*

### OCAP MONTHLY MEETINGS

**March 11      April 8      May 13**



**Get \$50**  
**For Each \*New Member**  
**You Recruit**

(\* Not previously enrolled in OCAP)

The Seagull Postscript is the official publication of the Collier County Association of Educational Office and Classroom Assistant Personnel located at 6710 Lone Oak Blvd., Naples, FL 34109.

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### **SAVE \$\$\$ WITH MEMBER BENEFITS**

- <https://fea.accessdevelopment.com>
- <https://www.facebook.com/FEAMemberBenefits>
- <https://www.aft.org/member-benefits>
- <https://www.neamb.com>

### **Stop Senate Bill 78**

SB 78 is a big government bill which limits the individual freedoms of many frontline workers, including educators

### **TAKE ACTION!**

<https://feaweb.org/news/take-action/stop-sb-78/>

## **Collier County Association of Educational Office & Classroom Assistant Personnel (CCAEOCAP)**

### MEMBERSHIP ENROLLMENT FORM

\_\_\_\_\_  
Last Name                      First Name                      Middle Initial

\_\_\_\_\_  
Mailing Address                      City                      State                      Zip Code

\_\_\_\_\_  
Phone    Original Hire Date

Home E-Mail Address: \_\_\_\_\_

I hereby authorize the District School Board of Collier County, according to arrangements agreed upon with the CCAEOCAP, to deduct from my salary and transmit to said Association such dues as annually certified by said Association. I hereby waive all rights and claims to said monies so deducted, except as noted below, in accordance with this authorization and relieve the School Board and all its officers from any liability therefor. This authorization shall remain in full force and effect for all purposes while I am employed by this school district or until revoked by me upon thirty (30) days advance written notice to the School Board's Business Office and said Association. The annual dues payments earmarked for the Collier County Education Association may be deductible as a miscellaneous deduction for federal income tax purposes.

Employee Signature \_\_\_\_\_

Date \_\_\_\_\_

Recruiter's Name \_\_\_\_\_

Date \_\_\_\_\_

Employee ID: \_\_\_\_\_  
School Worksite: \_\_\_\_\_

Payment Plan:  
\_\_\_\_ Cash [Check # \_\_\_\_\_ ]  
\_\_\_\_ Payroll Deduction

FOR OFFICE USE ONLY  
DB: \_\_\_\_\_  
CCPS: \_\_\_\_\_  
RB: \_\_\_\_\_