



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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PAY IS ONLY PART OF THE WAGES YOU RECEIVE

Everyone knows all non-instructional employees in Collier are underpaid. We have made great strides in the last few years in our salary negotiations but it is never enough. Sometimes it seems that the district thinks of us as the red headed step-child, giving us what is left over. Your bargaining team fights hard to get you much needed raises and they also have to fight hard to halt the district from doing more harm.

Not all of your benefits are money. Collier is one of a small handful of districts that pay 100% of the employees' health insurance. Your team fought that battle last year and won, though there was no celebration for just keeping the status quo. But it was a fight nonetheless. Your working conditions are another area that the team tries each year to improve upon. And while the OCAP team looks to make your workplace safer and less stressful, the district looks at one thing; how to save money.

One need look no further than the privatization of the custodial staff and see that their livelihood was drastically cut, the buildings all got dirtier, and that group of workers, unable to organize, lost insurance, retirement, and other benefits.

Your team fights for you. Every time your colleagues sit at the table on your behalf, giving of their time away from their families, they have but one goal; to do what is right by you.

WHAT CAN THE UNION DO FOR ME?

The following are unsolicited testimonials from current OCAP members. It is important to see what others say about why they are in the union.

"I held a position as a secretary for a manager. He yelled and screamed at me, demanded more work than was humanly possible, and even called me at home to harass me. As hard as I tried to complete my work, it was physically impossible to do. When I was at the end of my rope, I decided to call the union. Lyle Farmar met with me, filed the paperwork to start the grievance process, and sat with me and my supervisor through a very stressful meeting. He acted very differently with the union rep in the room. Because of the work of CCAEOCAP, I am now in a new position and could not be happier."

"I just want to say thank you, whatever you said put things to rest, or it was just that one phone call you made to my administrator. It feels good when I know the dues I pay every month really pay off in times like this."

"I am sorry for being remiss in getting this note of gratitude to you for following up in arranging to have my salary fully

reinstated expeditiously. Your efforts are very much appreciated."

"I think of my union dues as insurance, protection in case I need it but hope I never do. Boy, am I glad I have them. I never thought I would get called in. The principal took a parent's complaint as 100% truthful while it was not true at all. Once the union person came in and sat right next to me and explained in detail what we needed to do, I felt so much better. He helped me craft a rebuttal and we submitted it to HR. Thank you OCAP!"

"I was hired five years ago at CCPS and always felt like they did not place me on the correct salary position, since I had some other experience when I moved here from "up north". After getting nowhere with administration I went to Human Resources and was told I was on the correct salary placement. I finally turned to the Union. The Union staff fought with HR and compensation and although it took several months, I, along with 15 other employees received a correct placement and all my due back pay. Thank you CCAEOCAP for all your hard work!"

"Imagine my surprise when I was called into my principal's office after I had submitted a leave request. My son had bought me a plane ticket to New York for his college graduation. I have worked at CCPS for many years and had saved most of my leave. The graduation was still several months away. The principal told me she was going to deny leave because my position was too hard to fill and they would never find a sub. I called the Union office and within the very same week my leave was approved. I don't know who I could have depended on if it were not for the Union."

"I work as a General Assistant and was accused of inappropriately touching a student. Even though there were no adult witnesses and the Division of Children Services found no cause, the district suggested termination. The Union lawyers got involved and as a result, I am back at work."

ASSOCIATION OFFICE SUMMER HOURS

Mon - Thurs 8:30am - 4:30pm
Fri 8:30am - 3:00pm

DISCOUNT MOVIE TICKETS

for OCAP Members Only!!!

\$9.00/ea



Tickets can be purchased at the Association Office

**CCEA/CCAEOCAP
RETIREMENT CELEBRATION**

Friday, May 17th 6 - 9pm
Naples Hilton

Purchase tickets at the
Association Office by May 10th

\$20/person
(includes dinner & one drink)

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.

Office Hours: 8:30am - 4:30pm Monday - Friday
Phone: (239) 592-7773 Fax: (239) 592-6484
E-mail: collier@floridaea.org
Website: www.ccea-ocap.com

Connie Steed	President/Editor	SteedCo@collierschools.com
Jonathan Tuttle	Executive Director	Jonathan.Tuttle@floridaea.org
Lyle Farmar	Member Rights Advocate	Lyle.Farmar@floridaea.org
Rhonda Shimel	Office Manager	Rhonda.Shimel@floridaea.org

CALENDAR OF EVENTS

5/17	Retirement Party	6:00 pm	Naples Hilton
5/27	Memorial Day - SCHOOLS / OFFICE CLOSED		
5/30	Last Student Day		
5/31	Last Teacher Day		

**Collier
TIGER**

Together In Government & Education Reform



Election Results:

2019/20 TIGER Chair
ROSANNE MELLO



Enjoy your
Summer Break!



**GET \$50 FOR EACH NEW
OCAP MEMBER YOU RECRUIT**

IMPORTANT NOTE:

- **Recruiter Bonuses for enrollment after the May 9th OCAP Meeting will be paid at the October 2019 meeting.**
- Recruiter bonuses must be claimed by June 30th each school year.
- No recruiter bonuses will carry over to the following school year.

**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: _____

Employee ID: _____

School Worksite: _____

Payment Plan:
____ Cash [Check # _____]
____ Payroll Deduction

FOR OFFICE USE ONLY

DB: _____

CCPS: _____

RB: _____

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 _____