



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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September 2019

RATIFICATION NEWS

On Tuesday, September 10 at the School Board meeting, the OCAP negotiated contract was voted on. The vote was 5-0 in favor. The CCAEOCAP bargaining unit voting was completed on Friday, August 30 with a vote count of 761 for, 1 against on the tentative agreement and 742 for and 2 against on the Memorandum of Agreement. The percentage voting yes was 99.9% of those who voted. Only two sites did not get their votes in by the deadline.

A big thank you to all our CCAEOCAP Building Reps who held voting at their sites. With over 55 buildings and only two staff members, OCAP could have never gotten the vote done in such a timely manner without them. Please take a minute to thank those members at your school for their help in this.

The new contract is now in effect. Salary increases should be in the first or second check in October and will be retroactive to July 1, 2019.

If you have questions about what your increase will be, email Lyle at Lyle.Farmar@floridaea.org or call 592-7773.

This was one of the best contracts we have seen in recent memory. Thank you for the hard work of the bargaining team, who gave up their time and volunteered to serve so you could get this raise!

Noreen Zullo, Chair	PES
Connie Steed, President	PME
Maureen Hughes	CMS
Crystal Francis	NPE
Gina Lopez-Ricci	GGH
Kelly MacDonald	PES

DON'T WAIVE YOUR RIGHTS!

Each month we try to highlight a different section of CCAEOCAP's Collective Bargaining Agreement with the School Board. This is usually referred to as "our contract" but it is important to remember this is an agreement. The School Board and OCAP mutually agreed to all the rights and responsibilities contained therein. Our members should never shy away from exercising their rights provided them in this agreement. Article 4 will see a higher percentage of these highlights because it dictates your working conditions. This month, I'd like to look at Article 4.05, which deals with working outside the normal hours or days.

I had a member tell me she was asked by her principal to come in three days prior to her regular starting time to set up the production room, which was being moved. The principal offered her flex time and she accepted.

She should have asked for money.

Language in the contract under Article 4.05 make it very clear that administration will not direct employees to do this without paying them. Here is the actual language:

Section 4.05 Work Outside of Normal Workday or Contract Year: EMPLOYEES will not be directed to perform duties after the normal workday or contract year without compensation as set forth in this Agreement. Extra-duty assignments may be offered to EMPLOYEES at the discretion of the immediate SUPERVISOR.

Since she accepted, does that change anything? Not really. The district will say she waived her rights when she volunteered to do this. However, she should have never been asked to do this without pay. The union was ready to step in and fight for this, but our member did not want to.

We must remember that our contract is an agreement with the district. Your bargaining team fights hard to get these rights. It is up to you to stand up for them when they are abused.

Lyle Farmar, Member Rights Advocate

SAVE THE DATE

2019 BENEFITS AND WELLNESS FAIRS

Friday, OCT 11th 3 - 6 PM

Immokalee Technical College
508 N. 9th Street, Immokalee

Saturday, October 12 9am - Noon

Lorenzo Walker Technical College
3702 Estey Ave., Naples

CALENDAR OF EVENTS

9/17	Social Security Workshop	4:30pm	Assoc. Office
9/30	SCHOOLS CLOSED		
10/1	School Board Meeting	4:30pm	MLK
10/9	SCHOOLS CLOSED		
10/10	OCAP Monthly Meeting	4:30pm	Assoc. Office

www.ccea-ocap.com

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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OCAP Monthly Meeting Schedule

October 10
 November 14 (*Immokalee**)
 January 9
 February 13 (*Immokalee**)
 April 9
 May 14

5:30pm

**Association Office
 6710 Lone Oak Blvd, Naples, FL 34109**

** Immokalee location details will be provided in the monthly email reminder and RSVP message to Members*

DISCOUNT MOVIE TICKETS

Members Only!!!



\$9.00/ea

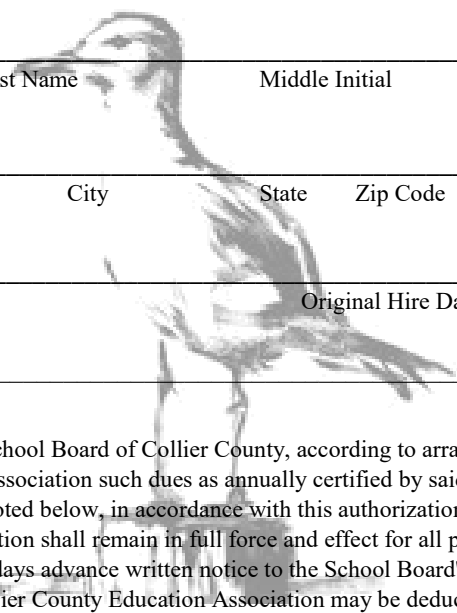
Tickets can be purchased at
 the Association Office
 Mon - Fri / 8:30am - 4:30pm

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

* Not previously enrolled in OCAP

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 _____