



# 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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## SHOW ME THE MONEY

In addition to a great salary increase this year, OCAP is offering you a chance to make extra money. CCAEOCAP will offer \$50 for each new member you recruit.

### *Why should someone join?*

**MONEY.** As the exclusive bargaining agent with the district, OCAP members can bring our members' specific issues to the bargaining team and see those concerns turn into cash. For example, this year our members noticed good employees leaving ESE positions in droves because of the pay. Your OCAP bargaining team made it a priority to bargain a better wage for this group. And with each increase we negotiate, we show that we watch out for our members. Of course, anti-labor propaganda suggests that it's a trade-off, that the additional pay will be eaten up by monthly union dues. That's a lie. Union dues are about \$30 a month, which is about \$300 a year. The lowest increase an OCAPer will see this year thanks to our bargaining team will be \$818.

**BENEFITS.** Pensions, medical insurance, paid vacation, holidays, personal holidays, sick pay, overtime premiums, etc., are not only better in a school with a strong union, many of these goodies don't even exist without a union contract. For example, we negotiated an extra break per day for all employees working the 4 day work week in the summer. Plus, union members can save thousands of dollars in member benefits through FEA, NEA, and AFT.

**Dignity.** As an OCAP employee, you'll see fewer moody and dictatorial administrators. While you can still (rightly) be fired for bad job performance, you don't have to tip-toe around in fear of being harassed or terrorized. Also, ironically, because administering a contract requires a higher level of competence, you'll find more efficient principals in a union school. Instead of flitting about making questionable, off-the-cuff decisions, they're forced to behave like "professionals."

**SECURITY.** Administrators can't just walk up and fire you because they want to give your job to their wife's nephew. Nor can they lay you off out of sequence, demote you arbitrarily, or prevent you, without sufficient cause, from promoting to the next higher job.

Just make sure your name is on the recruiter line on the membership form when you sign them up!

## NOTE TO NON-MEMBERS

Being a member of the union is more than just paying dues. We are here to protect jobs. Your union leadership team has been hard at work for you. Over the summer they were bargaining on your behalf, even if you are a non-member. They negotiated for an increase like you were our family because they believe you will see the value in joining. We look out for our members.

We pushed the district hard this year, as we always do. We only ask that you join us and become part of our Union family. We are so much more than salary negotiations, but let's be honest, that is the real bread and butter of what we do. And the higher our percentage of membership, the stronger we are at the table.

Some of you might take us for granted, but without the union here in Collier there would be no collective bargaining agreement. The district would be allowed to fire anyone at any time and would not have to give any reason. If your principal didn't like you, you could be let go. If they said there was no money, there would be no raise. Your salary and benefits would not be what they are but what the district wanted to pay. There would be no health insurance. No sick days. No personal days. No duty-free lunch. No 15 minute break. No overtime, flex-time or comp-time. The union difference is quite apparent when you look at same types of companies or organizations that have unions versus those that don't.

Even comparing to other counties in Florida, we see significant raises over the life of a contract. A fourth year non-instructional employee in Collier would see more of a raise in her four years than the same employee in Marion County would see in 29 years!! Here are how some salary schedules in other counties around us currently stack up to Collier over the past ten years for Level A:

County	Years to Top	1 <sup>st</sup> Year	5 <sup>th</sup> Year	10 <sup>th</sup> Year to Top	Top
Collier	19	\$10.90	\$12.90	\$15.40	\$20.40
Lee	16	\$11.52	\$12.76	\$14.68	\$17.36
Hendry	29	\$ 9.59	\$ 9.95	\$11.34	\$17.61

There are counties in the state that the non-instructional salary schedule goes up only \$2.40 for their entire career! You can't say it is about the money anymore here in Collier. Your team has bargained very well the last few years. If this current contract is ratified, EVE-RYONE in the OCAP bargaining unit will be making significantly more than they did last year. A majority of our members will see the highest increase they have had since working in Collier. Please feel free to share this with any member or non-member at your school. If they have questions, they can reach me at 592-7773 or on my cell at (239)249-0591.

Lyle Farmar, CCAEOCAP Director

**CALENDAR OF EVENTS**

- 9/3 LABOR DAY**  
SCHOOLS / OFFICE CLOSED
- 9/10 School Board Meeting**  
4:30pm MLK
- 9/12 OCAP Monthly Meeting**  
5:30pm Assoc. Office
- 9/19 TIGER Roundtable**  
4:30pm Assoc. Office

**LABOR DAY PICNIC**

Free to all Union members



**Date:** Monday, September 2, 2019  
**Time:** 10:30am to 4:00pm  
**Location:** Yacht Club, Cape Coral  
**5819 Driftwood Pkwy, Cape Coral, FL 33904**

Join OCAP Staff and CCEA FYRE (Florida Young Remarkable Educators) for some free food and drinks!

**DISCOUNT MOVIE TICKETS**

Members Only!!!



**\$9.00/ea**



Tickets can be purchased at  
the Association Office

Mon - Fri / 8:30am - 4:30pm

**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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**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 \_\_\_\_\_