



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

Vol. LIV, Issue No 6, August 2018

A NOTE FROM OCAP PRESIDENT

Dear Colleague,

As we begin another school year, I am happy to see old friends and excited to greet friends I haven't met yet! The Collier County Association of Educational Office and Classroom Assistant Personnel (CCAEOCAP, or OCAP for short!) stands ready to support you this year just as you all supported OCAP last year.

OCAP is your union. We are the exclusive bargaining agent that negotiates your contract, protects your rights under that contract, and represents our members in disciplinary meetings. Beyond that, CCAEOCAP is also a tight-knit community of employees that stands together and supports each other in times of need.

Some of our new colleagues might not be aware, but a state law was passed last spring that proposed to destroy unions like ours if we did not have 50% membership. Our members did what they could to protect our union, spoke with their colleagues and explained to them all OCAP does for them. ***Because of our members' efforts to simply spread the word, our membership grew from 47% to 53% in just four months – that's an increase of 99 members!***

As a token of appreciation for these efforts, OCAP's leadership team has authorized a **\$50 recruiting bonus to be paid to any member who brings in a new membership form.** This program will continue throughout the 2018-19 school year.

We passed that first hurdle, and now we must maintain and grow. We need to show lawmakers, administrators, and everyone else that we stand together for each other! Let's face it – we take care of each other in the workplace because nobody else will. CCAEOCAP is the **ONLY** organization that is 100% committed to YOU and YOUR professional livelihood!

Your CCAEOCAP Leadership and staff will try our best to stay in touch with you throughout the year via emails and our monthly newsletter, but all of our members should feel comfortable reaching out to us whenever you need us. We are here for you just as you were here for all of us last year.

Never forget – UNION starts with U!

Have a great year!

Connie Steed
President, CCAEOCAP

NEGOTIATIONS UPDATE

Welcome back to a new school year! We hope your first couple of weeks have gone well. When we left school at the end of last year, we had just completed voting on new contract proposals during the last days before summer break and we were fighting the new law regarding Union decertification.

Good news on both fronts. Our Tentative Agreements were approved overwhelmingly by our bargaining unit, then passed by the School Board and the new contract language took effect July 1, 2018. The highlights of the agreement include:

- All employees hired prior to January 1, 2018, will receive a \$0.55 increase per hour
- ESE Assistants had two days added to their contract and those who must perform certain medical procedures given a \$250 stipend
- Employees forced to cover the Health Clinics cannot be held liable for civil damages

On the issue of Union decertification, CCAEOCAP with your help got to 53% **but** with members who retired we are now hovering around the 50% mark. FEA has filed a lawsuit against this blatant union busting legislation, part of which says non-instructional units such as ours should not be included in this new law. PERC (Public Employees Regulation Commission) has claimed that if you have even one paraprofessionals in a unit, it can be considered instructional. While this winds its way through the court system, we have until March, when OCAP's recertification is due, to get as far over 50% as possible. Please use the form on the back of this newsletter to sign up those who are not members, or if you are not a member, fill it out and we will come pick it up!

Thank you for all you do for our schools. We at CCAEOCAP know that they wouldn't be able to operate without you!

CALENDAR OF EVENTS

- 9/3 **LABOR DAY** - Schools/Office Closed
- 9/6 **TIGER Roundtable** with Dr. Patton
Association Office - 4:30pm
- 9/10 **SCHOOLS CLOSED**
- 9/11 **School Board Meeting** - Ad Ctr - 4:30pm
- 9/13 **OCAP Monthly Meeting**
Association Office - 5:30pm

FREE COLLEGE BENEFIT!

Many of our OCAP members would love to earn a higher degree (and the additional \$.75/hour that comes with it) but can't afford the cost and time it entails. Here is a great benefit in which you, as a Union member, can earn an on-line Associate degree with **NO** out of pocket costs!

The Union Plus Free College Benefit offers working families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all take advantage of this exciting opportunity.

Members and their families can earn an Associate Degree online, with no out-of-pocket costs. A last-dollar scholarship covers the difference between any Federal grants and your tuition, fees and e-books at Eastern Gateway Community College (EGCC). Credits you earn can transfer to other schools, potentially saving you thousands of dollars. Call this office or speak to your building rep for details.



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 MEMBERS . . .
GET \$50 FOR EACH NEW MEMBER
YOU RECRUIT**

* Does not include anyone previously enrolled *



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 _____