

NEWS & VIEWS FROM SEMINOLE UNISERV

Spring Edition

Community Involvement:

Community involvement is the process of engaging in dialogue and collaboration with community members. Organizations that encourage and participate in community involvement see many benefits, including community respect and support. We are looking for two individuals from each local to build and grow our community influence and involvement. If you are interested in being one of these individuals please call the office or reach out to your president.

Legislative:

The 2017 Legislative Session is coming to a close. We will be providing a thorough recap of the session once it's completed in mid-May. Until then, here a few Bills to keep an eye on: SB 856, SPB 7030, SB 1552, SB 926 (education "Train Bill"), HB 549, HB 11, HB 5105, and HB 5007.

Do I have free speech rights as a public school teacher?

Yes, but there are many limitations, especially for a K-12 teacher. Generally, the First Amendment protects your speech if you are speaking as a private citizen on a matter of public concern. However, if you are speaking as part of the duties of your job, your speech will not necessarily have the same protection. What you say or communicate *inside* the classroom is considered speech on behalf of the school district and therefore is not entitled to First Amendment protection. Certain types of speech *outside* the school might also not be protected if the school can show that your speech created a substantial adverse impact on school functioning or that your speech was made in accordance with your job duties.

Thomas Bugos, UniServ Council Chairperson

As WE enter into the final days of the 2016-2017 school please keep mind that although the school year is coming to a close UniServ and the correlating units are still advocating for OUR members and potential members. We are dealing with numerous issues across the county concerning working conditions and the future of ALL Seminole County Public School Employees. We are actively bargaining OUR future contracts and trying to wrap up everything prior to summer break. With that in mind we will need all hands on deck to take part in the democratic process and vote on the new contract prior to summer break. The UniServ staff is working hard to establish all the details for the pending ratification and the details will be coming soon. The best path to achieving an ideal work environment that includes the respect and recognition that ALL public school employees deserve is through positive consistent advocacy. The strength of OUR Associations and UniServ comes from OUR members and the more WE stand strong and unified the more WE will achieve. If you are already a member, thank you for being a pillar of YOUR professional organization, and if you are a potential member consider joining YOUR local and help strengthen OUR resolve for the future of this great profession.

It has been a pleasure serving as UniServ Chair for the last year and I look forward to advocating for OUR members in other capacities in the future.

Sincerely,

Thomas J. Bugos II
UniServ Chair 2016-2017



FROM OUR EXECUTIVE/UNISERV DIRECTOR

Happy Spring!!

As a life-long Minnesota resident, we knew when spring had sprung. In Florida, I'm not too sure we can tell when we move from one season to the next, unless you are in a school classroom. Spring definitely brings about certain behaviors in students, activities within the school calendar, and the topic of discussion regarding future summer plans.

For us in the UniServ Office "spring life" has also taken on its own personality. People are concerned about their evaluations, their job placement or status for the next school year, and trying to settle a contract before the end of the school year are just a few of the many issues we are working with on a weekly basis.

The officers, boards, and leaders of the 4 Unions that make up Seminole UniServ work tirelessly for you and the students of Seminole County Public Schools, but our work is nothing without you as members. With the negative leadership in Tallahassee and D.C. it is more important than ever to show our Union strength in numbers and solidarity. If you know of a colleague who is not a member of the Union please take some time to inform them of the importance of being a Union member. We are only as strong as the members that join us. Together we can make major changes to our working environment, salaries and benefits if we stand together!

As I end my second school year with you, I want to tell you how much I have learned from all of you and have grown as a Union leader. It is an honor to be your voice and to work with you as we solve situations together. As always, my door is open and my phone is on to listen to your ideas and concerns.

Curt Rock

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Trina Whittington



FROM OUR UNISERV DIRECTOR

Thank you for all you do. I am continuously inspired by your commitment to the students of our public school system. Too often public school employees are overlooked when it comes to the success of our community. I want you to know that I recognize your selfless commitment to public education. That said, I will continue to stand with you and for you anytime you feel union representation is necessary.

THE WEINGARTEN RULE

An employee's right to representation

RULE 1 The employee must **make a clear request for union representation before or during** the interview. The employee cannot be punished for making this request.

RULE 2 After the employee makes the request, the **employer must choose from among three options**. The employer must: Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or Deny the request and end the interview immediately; or Give the employee a choice of: (1) having the interview without representation or (2) ending the interview.

RULE 3 If the **supervisor denies the request for union representation** and continues to ask questions, he or she commits an unfair labor practice and the employee has the right to refuse to answer. The supervisor cannot discipline the employee for such a refusal.

For Justice,
Chardo Richardson
Director, Seminole UniServ

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THIS & THAT

- May 4 – SEA Board Meeting 4:30PM
- May 5 – Cinco De Mayo
- May 12 – Patio Grill Social 4:30PM
- May 14 – *Mother's Day*
- May 17 – NIPSCO Board Meeting 4:30PM
- May 18 – SEA RA 4:30PM at Lyman HS
- May 18 – SECA Board Meeting 5:30PM
- May 22 – UNISERV Board Meeting 6:00PM
- May 24 – 26 – Early Dismissal
- May 29 – School System Closed/Memorial Day
- May 30 – 31 - Teacher Workday

Events subject to change.
For updated information please visit our website at www.seminoleuniserv.com

Patio Grill's Social

2900 South Orlando Drive
Sanford, Florida 32773
3:00PM – 6:00PM
May 12



MEMBER BENEFITS



AFT MEMBER BENEFITS

aft.org/benefits

NEA APP! Abenity Union Plus – Must re-register! Local number (contact Seminole UniServ if you do not know) and AFT is your union to download the app. Register for the app using your personal email information. No membership number needed!! You may also register at unionplus.org if you prefer.



NEA MEMBER BENEFITS

neamb.com

Please register (using your personal email address), for your Complimentary life insurance provided to ALL NEA members. You can also register for your 2 free magazines (neamb.com search for “free magazines”). No membership number needed.



FEA MEMBER BENEFITS

feaweb.org

My Deals App!



Download and register using mobile **password 9389** and your member number. Your local can provide your membership number.

ADDITIONAL FEATURE TO KEEP BENEFIT INFO AT YOUR FINGERTIPS! TEXT 7391-5 and ONE of the following words: **Discounts, Travel, Finance, Legal, Insurance, Students, Higher Ed or Retired**. This will provide live links inside the PDF that you can use for any meeting or information you may need or for sharing with members.



“Taking it to the SCHOOLS”

That is our motto for the school year and our focus is building membership.

SUMMER is ALMOST HERE!!

As we wind down the school year, I would like to take this opportunity to say thank you to all of our members for all that you do. Most importantly, I would like to thank our Board and especially our Bargaining Team (Amanda Clodfelter, Sandra Ross, John Riegelmayr, Brian Spoon, Dan Smith, Thomas Bugos, Kim Dansereau, and Nan James). They have put in many hours. They are working hard to get the contract updated, and to get the best benefits and raises that they can for you.

Thank you to the building Reps for keeping the schools informed and for staying informed.

Our legislative session is winding down and we were able to lobby for you on a state level. There are a number of Bills that we are still contending with. WE WILL PREVAIL! Our team that went to Tallahassee did a great job representing all local units and had a very positive experience. Next year we are hoping to send more and do more on a local level, before the 2018 legislative session begins.

Next year we have great things planned. Be sure that you save the date August 2nd. This is our Back-to-School Faculty Rep Training. We will be at the Lake Mary Events Center again and have some amazing speakers on the agenda. Our FEA President will also be visiting with us.

SEA President
Sue Carson



NEWS & VIEWS FROM SEA, SECA, NIPSCO, & SCSBDA

Spring Edition



SECA

Wow! It's hard to believe we are in April and at the end of the school year. Your bargaining team Tina McClory (Goldsboro), Leila Link (Transportation) and myself have been working diligently on your behalf. Tina McClory was able to attend the Tallahassee legislative session on March 21 and represented you well as she spoke on your behalf to the area legislators.

Please save the date, August 2nd is the back to school Representative training. It will be held at the Lake Mary event center. I am very excited to announce that FEA President, Joanne McCall, will be there as well as some other great trainers. I look forward to having all of our SECA Representatives attending.

Cordially,
Rosie Guerrero
SECA President



NIPSCO

Hello NIPSCO Members

As this school year draws to a close there have been a lot of difficult challenges, from bargaining to declining membership. So these next two years I need input from every single member. Your NIPSCO President and the Board cannot do the work alone. We want to know what is important to you, our members, so we can make these next two years successful together. The Board and I want to hear from you whether it is positive or negative. Your input is what drives our Union forward. So starting with this next school year, let's put our heads together and show everyone why they should be a NIPSCO member and prove to them why unions exist and why they work to our benefit for us and our community.

In Unity and Solidarity,
Carlos Crispin, President

"Excellence is not a skill. It is an attitude." ~Ralph Marston



SCSBDA

This is my last article I will publish as the SCSPDA president. Eric Brady will take over the job as president starting on June 1, 2017. Eric has been an active involved member and I feel he is ready to take on this new responsibility. Please join me in making this transition in leadership as smooth as possible.

As a president, you take on the leadership responsibilities and the decisions of the board as the spokesperson for the union and recommend actions on issues. Some members have stated they wanted to drop out of the union because of who runs it, which is not really a good decision to get out. The union is not run by the president, but by its members and by the decisions made by the board which represents the membership.

In addition, I want to thank my Board of Directors and officers, both present and past. Each of your directors has a unique view on different issues that we discuss at the table. Even though we may not always agree, we find a solution from the different points of view. It truly is an honor to serve with this special group.

Respectfully,
James Roark

