



# Solidarity Report

**“There’s strength in numbers. Once we show the world that we’re together, they can’t stop us.”  
~ Corey Hardric**

## Happy Holidays from the VUE Staff

We’ve finally made it to the end of the first semester which means we are closing out the calendar year. What a wild ride 2024 has been!

We have overcome many obstacles this past year, including an attempt to decertify our union. Yet, we have shown those who seek to destroy us, that we are relentless in our determination to keep our union, our voice, and our power.

As we continue to rebuild our membership to the density we had before the implementation of SB 256 (this anti-union bill removed payroll dues deductions and set a 60% density threshold), we are also moving forward with the process to bring the former AFSCME eligible employees into VUE.

So you see, instead of falling apart, we are working to grow and expand our union!

As stated by the late Jane McAlevey, *“Unions are a democracy. Workers themselves are the primary agents of their own liberation. Workers make decisions about their own future.”* It is clear that the working men and women of Volusia County Schools value having a unified voice, collective power, and our union.

There are sure to be challenges in 2025, and your VUE Executive Board and Stewards are already working to develop a campaign to escalate the issues that are important to you. We will continue to take our direction from you, as VUE is not one person or group, but the 2,600+ members from every school and worksite across VCS.

This holiday season, we wish you the very best and hope that you are able to find peace, joy, and renewed hope for a brighter future.

On behalf of the VUE Staff, we wish you a joyful Hanukkah, a Merry Christmas, and a happy Kwanzaa. Solidarity!



## HealthyWage School Team Challenge

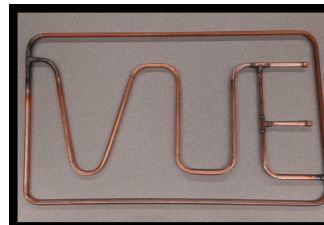
Maintaining your health and wellness is critically important. We appreciate the initiatives, support, and fun events that the VCS Wellness professionals provide to all staff members.

Recently, an opportunity to participate in the \$10,000 HealthyWage Challenge has been advertised to employees. While this looks to be a great way to work with your colleagues to encourage and inspire each other to drop a few “holiday pounds”, we want to make sure that everyone is fully informed about this opportunity.

Essentially, you are betting on yourself to lose the weight and you have a team of colleagues to encourage you to achieve your weight loss goal. However, each month a fee is collected by HealthyWage. The individual fees for the duration of the contest total \$84. If you do not reach your goal, you lose the fee.

To be clear, our intent is to keep you fully informed and aware of the risk involved with HealthyWage. We are rooting for you and want you to be successful with everything you do, but we also want you to know the facts.

To learn more about HealthyWage, please visit their website by clicking [here](#).



A huge THANK YOU to the 5th year class of the United Association of Plumbers, Pipefitters, and Service Technicians Local 295 for the awesome VUE logo. Stop by and see it in person at the hall. Solidarity!



# VUE Professional Learning

Your union continues to provide you with top notch professional learning that is designed to meet your needs. VUE PL is facilitated by members for members. The following face-to-face courses will be offered when we return from winter break.

Make sure that you register today using MyPGS. There are only a limited number of seats and they will fill up quickly!

If you have any questions, please contact Dr. Lekita Howard at [lekita.howard@floridaea.org](mailto:lekita.howard@floridaea.org).

## ESOL: Language & Literacy

Course #24241

Section#112390

Beginning on Monday, January 13, 2025

(This is a 10 week course)

Concluding on Monday, March 24, 2025

5:00-8:00 pm at the VUE Office

## Reading Endorsement Competency #1

Course #74887

Section #112391

Beginning on Monday, January 13, 2025

(This is a 10 week course)

Concluding on Monday, March 24, 2025

5:00 - 8:00 pm at the VUE Office



# Know Your Contract



It is important to know your contract in order to ensure that the rights and privileges that have been negotiated are provided to you. Listed below are a few contractual provisions that you should know.

- You cannot be mandated to work before or after your contractual day without compensation. If you are being “highly encouraged” to do something, it still means that you have the right to say no. If an event or task that is outside of your contractual workday is important enough for this level of “encouragement”, pay should be provided.
- The contractual workday for instructional personnel is 7.5 hours (some district level personnel may extend their workday to 8 hours for the purpose of having a 1 hour lunch). This includes a 30 minute duty free lunch and a continuous planning period. If you are not receiving your lunch or planning, you should be compensated.
- Support staff are able to transfer at any point during the year. Support staff seeking to apply for a vacant position should contact the HR department. VCS shall endeavor to fill vacancies with qualified applicants currently employed by VCS before new personnel are hired for vacant positions.
- If leave is being taken during a contractual work day, the initial increment must be one hour. If any additional leave is needed during the same pay period, leave increments of 15 minutes are allowable.
- Family Medical Leave Act (FMLA) - is granted to eligible employees for no more than a total of twelve (12) weeks during the school year July 1-June 30. To be eligible, employees must have been employed for at least the previous twelve (12) months and worked at least 1,250 hours.



## VUE Membership

It's not too late to ask a colleague to join VUE before winter break. Each week, new members are joining. Let's give someone a gift that will continue to give for the duration of their time with VCS.

Help a potential member join VUE today. Simply scan the QR code below or visit, [www.ourvue.net/membership](http://www.ourvue.net/membership).

It's the best gift a teacher, para or OS can give themselves!



## Member Benefits!

VUE is proud to offer a NO COST Will Kit to our members. Our partner, American Income Life, a 100% wall-to-wall union insurance company, who for more than 65 years has been dedicated to working families, is providing this benefit to VUE members.

It is never too early to prepare for the unexpected. Please take a moment to consider exploring this member only benefit. For more information, please contact Matthew Frias at [mjfrias@aillife.com](mailto:mjfrias@aillife.com) or 774-946-3421.



**Estate planning documents available at no cost to your members! Enjoy today knowing tomorrow is handled.**

### Legacy Will Kit includes:

#### Will and Testament

- Bequest of personal items, residuary estate, and charitable giving
- Guardian for minor children
- Payments of debts, taxes, and expenses
- Pet caregiver funds and guardianship

#### Power of Attorney

Designate someone to represent you/ your property in the event you were unable to make decisions

#### Advance Directive for Health Care

Choose how your health care decisions are made, and who can make them

The Legacy Will Kit helps empower your member's final choices!



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## VUE Office Hours

The VUE office will close for winter break on Monday, December 23, 2024 and will reopen on Monday, January 6, 2025 at 8:30 am.

We wish you a safe, happy, and peaceful holiday.



## Union Made Holiday Gifts



If you are looking for the perfect gift that is made in America by a unionized worker, please click [here](#).

Please also remember to ship your items using a union carrier like the United States Postal Service or UPS. Solidarity!

