



# Solidarity Report

**“The most difficult thing is the decision to act, the rest is merely tenacity.”**

**~Amelia Earhart**

## Showing of Interest Cards- Year Two

If you were working in VCS last year, you might remember signing a Showing of Interest (SOI) Card. These are the cards that are sent to the Public Employees Relations Commission (PERC) in Tallahassee if a public sector union has not met the required 60% membership density that is now mandated as a result of SB 256. The submission of these cards allows for an election to determine if the union (VUE) will remain the official bargaining agent for instructional and support staff working for the public employer (VCS).

While we have seen continued recruitment this year, approximately 10 new members each week, we have also experienced record numbers of members taking a Leave of Absence or separating from VCS. It seems like we take two steps forward and then one step back. As reported last month, from August 5th through February 1st, there were:

- 92 instructional personnel that have taken a LOA
- 29 support personnel that have taken a LOA
- 180 instructional personnel that have separated from VCS
- 107 support personnel that have separated from VCS

The constant cycling of employees through VCS has impacted our ability to reach our membership goals. Therefore, we are forced to petition PERC for an election. If you recall, the election for support staff took place in August and support personnel (members and potentials) voted overwhelmingly to keep VUE as their union. An interesting fun fact- although we met all of the requirements set forth by PERC to hold the election for instructional staff, it has yet to occur. We know that the good folks who work at PERC are overwhelmed by the additional work created by SB 256 and they are backlogged. It has been almost one year since we were approved to move forward, no election has occurred, and we are back collecting SOI cards again. Is it just me or is there a flaw in this process?

Regardless, since we are only at 53% membership density for instructional personnel, we will move forward with the process to have an election.

We are currently collecting “Interest Cards” from instructional and support personnel. The yellow and blue forms simply state that the individual who signs the card wants the Volusia United Educators to continue to collectively bargain the contract.

It is not a membership card, but a card that essentially shows the desire of the individual to keep our contract in place, and to keep our rights.

The SOI cards (yellow for instructional, blue for support) are being sent to our stewards. Our goal is to have every support and instructional staff member sign a SOI. A strong showing of SOI cards leads to greater strength at the bargaining table.

We are asking our stewards to complete the process of collecting signatures by the end of March. Please help us by reaching out to your steward to sign your card and help get your colleagues to sign. The process is simple.

- PRINT YOUR NAME - LEGIBLY PLEASE!
- SIGN YOUR NAME
- DATE THE FORM

**YOU MUST FILL OUT BOTH BOXES ON THE PAGE.** It is vital that you complete both boxes as one goes to PERC and the other stays at VUE as a record of the submission. We have included a sample of completed cards below.

Finally, in order to avoid this process in the future and to continue to build our power, we ask that you speak with your colleagues, team members, friends, and the new members of team Volusia about becoming part of our VUE family. Once we hit the 60% membership density, all of this goes away. We know that you are very busy and that the workload is overwhelming, but think about what it would be like without a contract and without our union?

To help a colleague join your union, visit,  
[www.ourvue.net/membership](http://www.ourvue.net/membership)



# Showing of Interest Cards- Year Two cont.

Please see the sample Showing of Interest cards below. We need each individual to complete both boxes on the page. Thank you!

SAMPLE

VOLUSIA UNITED EDUCATORS  
AFFILIATED WITH FEA, NEA, AFT, AFL-CIO

**Showing of Interest Card**

Phoebe Buffay, a non-managerial employee of  
(PRINT YOUR NAME)

Volusia County School District desires to be represented for purposes of Collective Bargaining and Representation by the Volusia United Educators, Inc., Local 1605, FEA, AFT, NEA, AFL-CIO, an employee organization pursuant to Section 447.307(2).

Phoebe Buffay                      3/7/25  
(YOUR SIGNATURE)                      (DATE SIGNED)

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VOLUSIA UNITED EDUCATORS  
AFFILIATED WITH FEA, NEA, AFT, AFL-CIO

**Showing of Interest Card**

Phoebe Buffay, a non-managerial employee of  
(PRINT YOUR NAME)

Volusia County School District desires to be represented for purposes of Collective Bargaining and Representation by the Volusia United Educators, Inc., Local 1605, FEA, AFT, NEA, AFL-CIO, an employee organization pursuant to Section 447.307(2).

Phoebe Buffay                      3/7/25  
(YOUR SIGNATURE)                      (DATE SIGNED)

Support  
Staff

SAMPLE

VOLUSIA UNITED EDUCATORS  
AFFILIATED WITH FEA, NEA, AFT, AFL-CIO

**Showing of Interest Card**

Bob Marley, a non-managerial employee of  
(PRINT YOUR NAME)

Volusia County School District desires to be represented for purposes of Collective Bargaining and Representation by the Volusia United Educators, Inc., Local 1605, FEA, AFT, NEA, AFL-CIO, an employee organization pursuant to Section 447.307(2).

Bob Marley                      3/7/25  
(YOUR SIGNATURE)                      (DATE SIGNED)

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VOLUSIA UNITED EDUCATORS  
AFFILIATED WITH FEA, NEA, AFT, AFL-CIO

**Showing of Interest Card**

Bob Marley, a non-managerial employee of  
(PRINT YOUR NAME)

Volusia County School District desires to be represented for purposes of Collective Bargaining and Representation by the Volusia United Educators, Inc., Local 1605, FEA, AFT, NEA, AFL-CIO, an employee organization pursuant to Section 447.307(2).

Bob Marley                      3/7/25  
(YOUR SIGNATURE)                      (DATE SIGNED)

Instructional  
Staff

# Calendar Updates: March

- Week of March 10th - No Meeting Week - end of the quarter
- March 12th - no early release (hurricane makeup day)
- March 14th - Teacher Duty Day (non workday for Paras) grades are due by the end of the day.
- Week of March 17th - 21st - SPRING BREAK!
- March 26th - ERPL - last one of the year
- March 28th - Final VSET Self-evaluation due for instructional personnel



## DPS & IEPF Meeting

As reported last week, the district is making changes within the ESE Department for the 2025-26 school year. Our District Placement Specialists will now be called Student Staffing Specialists (SSS) and the position of IEP Facilitator will be eliminated. We were told that the 30 IEPFs will have the opportunity to apply for 7 newly allocated SSS positions or they will be assigned to a position within their area of certification.

A new ESE position will be created to focus solely on student behavior. While no one will lose their job, the options for our IEPFs seem limited. We have very few details otherwise.

We will host a meeting for all DPS and IEPFs, regardless of membership status, on Wednesday, March 12th beginning at 5:00pm. This meeting will be for the purpose of listening to concerns and making plans to move forward.

If you are interested in attending this Zoom meeting, please RSVP to receive the Zoom link to the meeting at <https://forms.office.com/r/HtC1yrLWWx> . Solidarity.



## Office Specialist- Call to Action

In last week's Solidarity Report, we shared the data obtained from our survey on how the implementation of HB 1473 has created hardships for many office specialist across the district. The survey data showed that OS personnel had to stop working to open the door from 48 - 700 times per week. The most frequent response was 100 times per week, which is approximately 20 times per day. When divided by an average 8 hour day, that is 2.5 times per hour that an office specialist has to stop what they are working on to answer a locked door.

This is not acceptable and although there is hope that during the newly convened legislative session, adjustments will be made to the law, we cannot put our hope in the elected officials in Tallahassee, we need support from our district leadership.

If you are an Office Specialist and would like to share your experience and the impacts of HB 1473, please consider joining us at the school board meeting on Tuesday, March 11th. We will speak directly to the Superintendent and members of the school board and ask for a plan to address the concerns that you provided:

- The constant interruptions are causing delays to completing the work
- Effectiveness is being impacted
- Concerns about security issues, especially for younger children who have to wait outside for someone to open the door
- the repeated up and down of answering the door has cause health issues
- when engaged in another task (on the phone) OS are unable to answer the door and students will repeatedly beat on the doors or windows

If you need more information on attending the board meeting, please contact Elizabeth at [elizabeth.albert@floridaea.org](mailto:elizabeth.albert@floridaea.org). If we want to be successful in obtaining the changes we need to make our lives better and to be more productive at work, we must engage with those who have the ability to make improvements. Change will not happen if we decide to opt out of the process.

## No Cost Tax Assistance

**VITA**  
VOLUNTEER INCOME TAX ASSISTANCE

FEBRUARY 3RD - APRIL 15TH 2025  
FREE TAX ASSISTANCE FROM TRAINED VOLUNTEERS  
APPOINTMENT ONLY

**FLAGLER COUNTY LIBRARY**  
2500 Palm Coast Pkwy NW, Palm Coast, FL 32137

**BETHUNE COOKMAN UNIVERSITY**  
151 N. Lincoln Ave. Daytona Beach, FL 32114  
College of Business 2nd Floor

**GRACE EPISCOPAL CHURCH**  
4110 S. Ridgewood Ave. Port Orange, FL 32127

**STETSON UNIVERSITY - LYNN BUSINESS CENTER**  
345 N. Woodland Blvd. DeLand, FL. Room 319

**FOUR TOWNS YMCA**  
280 Wolf Pack Run, Deltona, FL 32725

**JOHN H. DICKERSON CENTER**  
308 S. Martin Luther King Jr. Blvd. Daytona Beach, FL 32114

**FIFTH THIRD BANK COMMUNITY ROOM**  
1030 W. International Speedway Blvd. Daytona Beach, FL 32114 2nd Floor

**DAYTONA STATE COLLEGE : NEW SMYRNA BEACH**  
941 10th St. New Smyrna Beach, FL 32168 Building 1 Room 135

211  
COMMUNITY  
United Way  
SCAN TO BOOK APPOINTMENTS OR CALL 211

## VUE Office Hours

The VUE office will be closed on Monday, March 17th through Friday, March 21st for Spring Break.

The office will reopen on Monday, March 24th at 8:30 am.

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

**VCS**  
**School Board Meeting!**  
Tuesday, March 11th at 4:30 pm.

**Come and engage in the work of YOUR UNION.**

If you are interested in speaking during public participation, please contact Matt at [matt.lawrence@floridaea.org](mailto:matt.lawrence@floridaea.org)

\*Suggested Topic: HB 1473

**REMEMBER TO WEAR RED!**

