



# Solidarity Report

**“Bad leaders believe their team works for them. Great leaders believe they work for their team”. ~ Alexander Den Heijer**

## Instructional Bargaining - Wednesday!

In an effort to reach a settlement, we have scheduled another bargaining session with VCS for instructional personnel.

Our intent is to reach an agreement and our hope is that the district feels the same way. We will provide counter proposals to the language items that remain open and we will once again engage in a conversation about compensation.

If we fail to reach an agreement on Wednesday, we will contact our attorney and decide how to progress through the impasse process. The process includes the following steps:

- **Special Magistrate** - VUE and VCS can agree to use a mediator (Special Magistrate) to listen to the arguments of both sides and make a decision to resolve the impasse. The ruling can be rejected by either side. If the ruling is rejected the next step is a legislative hearing.
- **Legislative (Public) Hearing** - this begins the insulated period of impasse - members of the board are no longer allowed to communicate with members of the union or district's bargaining team. They are to become impartial and are tasked with conducting a public hearing where both parties (VUE and VCS) explain their positions on the rejected recommendations
- **Final Resolution:** after the hearing, the legislative body takes action to resolve all disputed issues in a manner it deems to be in the public interest and the interest of the employees.
- **Ratification** - the actions taken by the board will then be put forth to the members of the bargaining unit for ratification. If ratified, the actions will go into effect. If they are not ratified, the board will reconvene to impose.
- **Imposition** - if the ratification vote fails, the board will impose their decision. The legislative body's action shall take effect as of the date of the legislative body's action for the remainder of the fiscal year.

It is very important that you and your colleagues attend this bargaining session. We must send a strong and clear message to the members of the board. Bargaining will be held at the Olson Dr. facility beginning at 4:30 pm. We need to pack the room. **WEAR RED** and plan to be there. This is our moment to make a difference. Solidarity!



## Support Staff PERC Election: Your Vote Matters!

By now, all support staff who are eligible to vote in the PERC election should have received their voting materials.

The materials include:

- Election Envelope
- Ballot
- Inner Envelope
- Return Envelope

If you have not received your ballot, please contact your steward or the VUE office (386-238-1605) and we will request a replacement.

The outcome of this election will determine if VUE remains the bargaining agent/union for support professionals, and ultimately if the support contract stays in place.

**WE NEED YOU TO VOTE YES!**

**WE NEED YOU TO TELL YOUR COLLEAGUES TO VOTE YES!**

**WE NEED YOU TO RETURN YOUR BALLOT IMMEDIATELY!**

**ONLY YOU CAN SAVE YOUR CONTRACT!**



## Curative Corner: Week III

By Kim Adkins, VCS Curative Benefits Liaison

Starting a new health plan can be a lot to manage—but you're supported every step of the way. This quick guide covers key Curative benefits, from baseline visits to provider support and prescriptions.

### **Baseline Visits**

You don't need to complete your baseline visit before receiving care. It's important for maintaining your \$0 cost structure after the 120-day grace period, but it's not a prerequisite for accessing services. If you're having trouble finding an appointment, keep checking—Curative updates availability throughout the day. You can also call VCS Member Services at 833-322-8272. Curative is committed to ensuring every member completes their baseline visit, and extensions will be provided if needed.

### **Finding Providers**

If you're having trouble locating a provider or navigating coverage, reach out to your Curative Navigator via your Curative dashboard. They can assist with personalized searches and help clarify coverage.

### **Curative Cash Card**

For in-network care (with a valid Curative Pass for EPO Value members), use your Curative Cash Card—not personal cards—for any charges. For issues, call Member Services at 855-428-7284 (24/7).

### **Curative Pass Reminder**

EPO Value members need a Curative Pass for non-urgent care. If you're having trouble creating one, your Care Navigator can help—just provide the provider's name and location(s). They can also assist with finding new providers if needed.

Your Curative benefits are designed to support your health with simplicity, flexibility, and care. Whether you're scheduling visits, transferring prescriptions, or navigating coverage, resources are in place to help you every step of the way. For personalized support, don't hesitate to contact your Benefits Liaison, Kimberly Adkins at (386) 734-7190 x 20195. She's here to ensure your experience is smooth, informed, and empowering.

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## VUE Logo Contest

We want to take a moment to thank everyone who submitted an entry in the VUE logo contest. We are reviewing the entries and will send a link Monday afternoon to begin the process of determining a winner.



## Know Your Rights!

Knowing your contractual rights is powerful. We are sharing a few reminders below based upon recent issues that have surfaced at a few schools and worksites.

- **Personal Cell Phones**- you cannot be required by your employer to use your personal cell phone for the purpose of work. Recently, we have received questions from several schools about administration requiring instructional staff to scan a QR code with their personal cell phone to communicate during an Active Assailant Drill. While we understand the need for good communication individuals cannot be forced to comply with this request. If the district desires to enhance the current method for communicating during drills, they will need to create a process that does not include using your cell phone.
- **Monitoring Metal Detectors** - instructional and support personnel should not be monitoring metal detectors or participating in backpack/personal belonging searches. Administrators, Guardians, and/or SRO personnel should be facilitating this process. Bargaining unit members are not trained nor compensated to do this work.
- **Trainings for Office Specialists** - the support contract speaks to required trainings in at least two places in Article 13 - Working Conditions. The contract states the unless an employee is working in a classification that requires student supervision (clerical positions do not) they cannot be required to take the substitute teacher training, and therefore OS personnel shall not be responsible for supervising students. Additionally, the contract states that employees shall not be required to administer any medication to students, unless appropriately trained. While the contract language is not as clear as it is regarding substitutes, it does state that job duties are subject to applicable job descriptions and OS personnel are to receive their job description at the beginning of the year. Other duties as assigned does not mean that you are subject to all job responsibilities. the "other duties" must be within the scope of your position, which included clerical duties. We have learned that some OS are being told they must take certain trainings in order to be available to cover every need. This is not accurate and we will be investigating this issue further. If you are an OS and you believe that your contractual rights have been violated, contact your steward right away. There are time limitations on filing grievances.

