



Solidarity Report

"No matter how hard the battle gets, and no matter how many people don't believe in your dream, NEVER GIVE UP!"
~ Eric Thomas

Still Standing - Still Fighting

Let's face it, we work in a district where the only thing you can count on is change. If you have worked in VCS for any length of time, you will probably agree that the district is known for "Great Beginnings", yet the follow through, support, longevity of programs, systems, expectations, and communication is problematic.

While our employer has created uncertainty and a lack of stability in our district, the constant amid the chaos is and always will be our union. Through it all, VUE remains committed to our members. Attempts to decertify, undermine, and impede our ability to advocate for our members have all failed due to the tenacity, grit, and solidarity of our members.

Systems will continue to shift, leadership (site and district level) will continue to turn over, initiatives will continue to be rebranded, and expectations will continue to change without warning, but our commitment to you, the members of VUE, the people who do the work of this district, will never falter.

We will continue to provide clarity, fight for your voice to be included in decisions, and be relentless about protecting you and your contractual rights.

We do this because you matter. You are the people who show up everyday to do what is right for children and to make sure this district runs. You are our priority and we are dedicated to building our power to continue to fight for you.

The strength of our union and our power depends on growing our membership. We must reach out to the employees who are just arriving—those hired to replace colleagues who had enough of the chaos and have walked away. Talk to those who have been newly hired. Welcome them to your school or worksite and tell them about our union. Explain to them that in the middle of constant chaos, they can count on OUR UNION to provide stability, support, and strength. Ask a colleague to join today. If you need support recruiting a new member, please contact your steward or the VUE office (386-238-1605). We can't do this without you! Solidarity.

TSP: Contract Action Committee

We are getting closer to setting the first date to begin the process of building a new contract for our Trades and Service Professionals.

If you want your voice included in this work, you must register using the link below. We need YOU, the experts, to guide the process.

To register to participate on the committee, please complete this brief survey, <https://forms.gle/Yi86ivizk1heaMvS7>

**CALLING ALL VUE
TRADES & SERVICE PROFESSIONALS**

**JOIN THE
CONTRACT ACTION COMMITTEE!**

**STRONG CONTRACTS DON'T
WRITE THEMSELVES!**

**REGISTER TODAY TO HELP BUILD
YOUR NEW CONTRACT!**

CLICK THE QR CODE TO REGISTER NOW!




Membership QR Code:



Important Contract Reminders

It is important to remember that the Collective Bargaining Agreements (CBAs) or contracts, are the rules that VCS and VUE have agreed to follow. The contracts can be found [HERE](#).

We wanted to provide a few reminders based upon issues that have occurred recently. If you believe that your contractual rights are being taken away, please make sure to speak with your steward or member representative. We've fought hard for the language in our contracts and we cannot allow it to be violated.

- 1. Mandatory Trainings** - if you are being told that you must complete a training, the time for the training must be provided by the district. You cannot be mandated to give up your planning or work beyond the limits of your contractual day. If the training is outside of the contractual day, you must be paid.
- 2. Limitations on Meetings** - please be vigilant about violations on meeting limits. Instructional staff are not required to attend more than two meetings beyond the regular workday each month. Attendance beyond the regular workday for which compensation is not provided shall be optional.
- 3. Planning Protections**- the purpose of planning time is for YOU to work on the items you deem important. Planning can only be used once a week for PLC, unless it is a block out week. If you are being pulled to attend meetings (including IEP, MTSS, or 504) during the week, we need to hear from you. Although there are allowances for these meetings, we want to check to make sure that all other scheduling options have been considered prior to taking your planning during the week.
- 4. Subbing** - first, if you sub, you should be paid, period! Next, Office Specialists should not be used to sub unless it is an extreme emergency, the individual has been STARR trained, and all other options have been exhausted. Additionally, if you agree to sub, and if you receive students from more than one class (you are subbing for multiple teachers), you should receive multiple sub payments. If you have not been paid or believe that you have been paid incorrectly for subbing, please contact the VUE office. It is imperative that you keep a log when you sub. Write the date, class period (if applicable) and who you subbed for. This data makes it easier and quicker to get you paid.
- 5. Right to Representation**- as a member of VUE, you have the right to union representation when YOU have the reasonable belief that discipline could result from a meeting with your administrator or supervisor. If your boss tells you, "you don't need your union rep", that's a **RED FLAG** and an sign that you should call for a rep! If you are asked to meet with your supervisor or administrator, ask for the purpose of the meeting and then make the decision for yourself. We are here to support you and to ensure that your rights are protected. If you need us or if you have questions, please call the office at (386) 238-1605.

Show Your Love the Union Way.

Union-Made Valentine's Day

Sweets Ghirardelli Chocolate Hershey's Chocolate See's Candies	Spirits Bulleit Bourbon Chateau Ste. Michelle Fairbanks Port Robert Mondavi Turning Leaf	Flowers Albertsons Costco Safeway Stop & Shop
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Find more: afcio.org/unionmade **AFL-CIO**

MemberAssist- Register Today!

MEMBERASSIST SERVICE



The wait is over — our incredible, no-cost, member only service is now LIVE for all VUE Members!

To get started:

1. Click the QR code below and register
2. Click on "Get Started Now"
3. Use the email on file with VUE
4. Make your request! The MemberAssist team is waiting to assist you!



Sign up here!



AI & YOU - An AFT Training!

Are you interested in using AI to help become more impactful in the classroom or in your job role? If so, register today for the AFT Training below.

This no cost professional learning (lunch is provided) is a member only benefit and designed to grow you knowledge and confidence with using AI. Grab another VUE member and join us for this fun-filled day of learning brought to you by FEA and AFT. Please register using the QR code below. See You There!

AI is Changing the World

Join us for a one-day, in-person AI Professional Learning Convening where educators will explore the benefits of AI with a focus on responsible use, student privacy, and data security, while also examining its power to differentiate instruction for diverse learners. Discover how AI can support teaching, planning, and student engagement. Walk away with actionable strategies and ready-to-use resources that enhance student achievement. Through hands-on practice, you'll learn how to streamline tasks, boost collaboration, and create materials you can apply in the classroom!

AI Convening
February 28th
10:00 a.m. until 3:00 p.m.

Orlando Area
TBD

Register Today!  Space is limited!

Questions: FEAProDev@Floridafea.org

