



Solidarity Report

"The path to big, systemic change is collective action." ~ Gloria Feldt

SB 1296 - A Threat to YOU and Your Contract

CALL TO ACTION - MONDAY, MARCH 2, 2026

Florida lawmakers will hear **SB 1296**, (a bill pushed by the Governor and the Freedom Foundation) which will make it virtually impossible for public employee unions to win PERC elections due to new participation requirements that will be imposed on all employees.

This unprecedented standard could wipe out unions in Florida, including VUE. This means that your contract, protections, and rights will be gone.

Here's what we need YOU to do right now:

1. **Email legislators today, (<https://bit.ly/40eOICd>)**

Tell them:

- To oppose **SB 1296** and any efforts to weaken collective bargaining and worker representation.
- Lawmakers should expand workers' rights, not undermine them.
- Tell them that this bill will hurt you and your family. They should find ways to help us instead.

Specifically, call the senators listed below and leave the suggested message. These two senators are critical in our efforts to stop this very bad bill. It is highly unlikely that you will speak to anyone in their office, so please leave a message.

Senator Jennifer Bradley - (850) 487-5006

Senator Anna Maria Rodriguez - (850) 487-5040

My name is [your name] and I am a concerned Florida citizen and voter. I am calling to ask Senator [XXXXXX] to please vote no on senate bill 1296. I am a worker in Florida busy raising my family, but this bill would hurt me. Please, do not make it harder for me to pay my bills or support my family.

I believe that Senator [XXXXXX] cares for the citizens of Florida, so please do not make it harder for families, especially during the affordability crisis that is hitting our personal budgets so hard. Please vote NO on senate bill 1296

2. Recruit new members into our VUE family!

Since the implementation SB 256, your union has actively and aggressively worked to meet the 60% membership density requirement. However, with the constant churn of employees leaving VCS and education in general, we have not yet reached our goal. It is the "net" number that counts.

The current membership density for each unit is listed below:

- Instructional - 53%
- Support (Paras & OS) - 29%
- TSP - 11%

Now more than ever, VUE power matters. Talk to your coworkers, teachers, nurses, bus drivers, custodians, paraprofessionals, office specialists, and ask them to join and stand with us. Growing our numbers to meet the 60% membership density is the only solution to this problem. If you don't believe me, take a few minutes, AFTER you reach out to the senators, and read this report from CBS news. If you are like me, you will be disgusted by what you read.

CBS Report: <https://www.cbsnews.com/miami/news/gov-desantis-union-bill-2026-facing-south-florida/>

Share this call-to-action with every colleague. There is no time to waste. Our contract and all of our rights are on the line.

How to Join VUE

The process to join your union now requires two steps:

- create an account with FEA Central Membership System (CMS)
- link a bank account for the ACH draft or pay one lump sum dues payment.

All new members must create an account in CMS. The link to the portal is www.ourvue.net/membership

Once the CMS account is created, linking a bank account is the next step. This is completed in a step-by-step process that is navigated using Plaid. VUE stewards and staff are available to assist. Please contact us if you or a coworker needs help to complete the steps to join. We will set an appointment and come to you. No Potential Member Left Behind! Call or email today!



Membership QR Code



FOCUS Payroll Errors Continue to Hurt Employees!

This has to stop! Since the implementation of Focus, employees across our district have experienced ongoing payroll errors that are creating real financial hardship. These are not minor inconveniences. These are mistakes that impact rent, mortgages, car payments, and the ability to buy groceries.

Last week, the latest Focus failure occurred when retro payments were attempted to be paid to employees. After spending the majority of the week working to obtain the facts, this is what we know:

- Payroll ran the retro payments late in the evening on Monday, February 23rd
- On or about 12:00 am on Tuesday, February 24th the error became known to VCS
- The payments were doubled, or tripled for some individuals
- Some individuals had access to the funds and before they knew there was a problem, they used the money to pay bills
- VUE was contacted at or about 7:00 am by our members and we put out a message on social media warning our members to not use the money until additional information could be provided
- We immediately reached out to VCS.
- VCS put out their first communication on or about 8:30 am.
- The original retro deposit was taken back, and a corrected retro payment was provided
- However, this was not the case for some employees working in student transportation
- Overpayments were identified to have been made to certain transportation employees by VCS for overtime worked in October.
- **Transportation employees were never notified**
- VCS developed a plan to recapture those overpayments by using the retro pay to cover the balance due back to VCS
- **Employees were never informed that this plan existed**
- When the retro payments were provided to VCS employees, certain transportation employees received nothing
- **These employees were not contacted from VCS about the missing retro payment**
- On Friday, February 27th, 118 transportation employees incurred additional deductions from their regular paychecks because their retro was not enough to cover the overpayment error from October
- **Again, employees received no prior notice that their regular pay was going to be docked**

Let that sink in.

Money was taken from employees' regular pay without clear communication, without advance warning, and without transparency about the process.

When payroll errors occur, they do not happen in a vacuum. They happen to us, the workers who made this district an "A" rated district. These errors affect our families. They create stress, overdraft fees, late charges, and financial instability. VCS expects "A" work from us, but is giving us "F" work in return.

WE believe this pattern of non-communication and unilateral decision making is not only unacceptable, it is potentially illegal and most certainly inhumane. There are more questions now than answers, but YOUR UNION is still fighting for you.

Employees deserve clear communication. Employees deserve accuracy. Employees deserve to be able to trust that their employer can execute the most basic of services which is to pay us correctly for our hard work, AND employees deserve to be able to choose how to repay an overage when VCS makes a mistake.

The continued failures tied to the Focus rollout have created instability instead of confidence. Payroll must be correct, and the corrections must be transparent.

We cannot allow this to fade away. The district must be held accountable for the mess this has created.

CALL TO ACTION: March 10th

Enough is enough.

If your paycheck has been wrong...

If money was taken from you without notice...

If your family has felt the stress of these "system errors"...

THEN IT IS TIME TO SHOW UP!

We are calling on every employee impacted by a Focus failure to attend the **March 10th School Board Meeting**. If you are willing, we ask that you consider sharing your individual story directly to the Board.

We cannot remain silent. We cannot allow this to be minimized as a technical glitch. This is your livelihood and your family's stability.

The Board needs to see the faces behind these failures. They need to hear what overdraft fees feel like and what financial uncertainty feels like.

We must pack the room, stand together, and tell our stories.

If you are interested in speaking to the members of the board, please contact Elizabeth at elizabeth.albert@floridaea.org.

We will see you there!

Solidarity.



Trades & Services Contract Negotiations

We finally have a date to bargain a new contract for Trades and Service Professionals!

On Wednesday, March 4th, beginning at 11:00 am, the VUE TSP bargaining team will meet with the district to begin the process of bargaining a new contract. We have waited more than two (2) years for this day and we are more than ready to start this process.

The VUE TSP team includes representatives from Transportation (drivers, attendants, mechanics), SWC, Maintenance, Custodial, and Guardians. Our team is diverse and powerful. Members of the team are prepared to do the work of our union, and this is just the beginning of a long journey.

At this initial meeting our goals include:

- setting the tone and expectations for the work
- establishing future dates/times for negotiation sessions
- creating common language with the other two units (instructional and support)
- engaging in conversations regarding the rumors associated with promised pay increases for certain groups within the TSP unit

We expect that the bargaining session will be live-streamed by VCS as is the practice with the other units.

A bargaining update will be provided at the conclusion of the session. Please help us build our power at the negotiating table by helping a colleague join our union. When our membership grows, so does our power to achieve big wins for our members!



Retiring Soon?



Make sure you join VUE-Retired when you retire. Do you know that your insurance policies with NEA/AFT will end with your retirement? By joining VUE-R you can retain those precious benefits!

Visit our website at vueretired.org for more details or contact CJ Allen, President VUE Retired, 386.212.4245 or cj-english@msn.com

VUE Professional Learning

The VUE Professional Learning Department is working hard to meet the needs of our members. Recently, we have been contacted by several members who only need 1 or 2 ESE credits to recertify.

VUE PD is happy to offer the course below. This course will provide classroom strategies to improve your practice.

Don't delay, register today!



Mon. March 23th, 2026 5:00—7:00pm F2F @ VUE BLDG

Course #72059

Section #117610

This course is designed to enhance instructional awareness for classroom strategies, differentiation and meeting a wide variety of student needs.

2 ESE
in-service
credit hours

Please register through Volusia County Schools MyPGS. If there are any questions, contact Dr. Lekita Howard at lekita.howard@floridaea.org or call the VUE Office at 386-238-1605 for registration. Non-VUE/VESA members will be required to pay a registration fee prior to the start date.

