



Solidarity Report

"Everything you want is on the other side of fear."

~George Addair

Fear Is Not an Option

Fear is a very real thing. It is a survival mechanism against threats that manifests physically, cognitively, and in our behavior. When workers are fearful of their employer, it results in less productivity, low morale, and higher stress. We believe that there is no place for fear in our schools, classrooms, or worksites.

Many employees in VCS, including some members of VUE, are fearful when it comes to speaking up, but if we remain silent about the issues we are facing, we will continue to suffer.

Last week, we began to collect data about another issue with payroll: payment for subbing.

The data collected so far shows that most teachers and paras have received some payments for subbing, but they are still owed money for the all the work they've done.

The data also shows that most of the respondents have not informed their administrators that they are still waiting to be paid, are considering not subbing again, but are not interested in sharing their story in order to get this fixed.

VUE is your voice, but it is the power of the people that moves this district. We know that silence is what allows this offense to continue.

If no one speaks up, the district gets to downplay the issue. They get to continue the narrative that it could take up to 60 days to pay for subbing. In the business world, if you don't pay for services for more than two months after they are rendered, the invoice is considered "**PAST DUE**".

We need to humanize this issue. Your story creates the public pressure we need to be paid what we have earned. We've done the work, now it is time to speak up about being paid.

On Tuesday, April 14th, we need VUE members and others who have not been paid for subbing or any other work, to be in the board room.

If you're owed money, we need you there.
If you're tired of waiting to be paid, we need you there.
If you want this fixed, we need you there.

Speaking up is not easy, but it is necessary, especially when you've been wronged. We have the right to demand accountability. The members of the board will not be able to ignore a room full of employees who all share the same story; not being paid for work done to help our students, our schools, and this district.

We need you at DAC on Tuesday, April 14th. We also need YOU to share your story. If you are interested in speaking to the board about the basic expectations of being paid in a timely manner, or if you have any questions, please contact Elizabeth at elizabeth.albert@floridaea.org.


ENOUGH IS ENOUGH.
SHOW UP. SPEAK OUT. GET PAID.
SCHOOL BOARD MEETING
APRIL 14, 2026

Where: DAC BOARD ROOM
When: 5:30 arrival /6:00 Public Participation
Why: Payment is PAST DUE

**WEAR RED
FILL EVERY SEAT
MAKE A DIFFERENCE**



VUE Election Notice



Please Post

**VUE Trades & Service Professionals (TSPs)
Officers, Executive Board Elections**

Nominations are being accepted for the following positions:
**Executive Vice President for Trades & Service
Personnel, At Large Officer, and Two TSP
Constituent Vice Presidents**
(3-year term of office)

VUE Stewards – All Units
(1-year term of office)

*For Officer Positions & E-Board Positions ONLY
(Petitions and signatures are not required for stewards)*

*A total of 20 members from at least 3 different schools or worksites (in your area for
constituent VPs) must sign the petition. Petitions are due at the VUE office by 4:00
p.m., Friday, April 10, 2026. Call the VUE office for a petition 386-238-1605.
Constituent VPs must run in the area in which your school or worksite is located. All
other offices run at large.*

Who can run?
Any VUE member in good standing is eligible to run.

Elections for all Officers and Executive Board Members will be held Friday, May
1, 2026 if necessary.

Any VUE member in good standing for one year prior to the election for office (waived for TSPs due to the date of the PERC election) is eligible to run for a VUE leadership position. Stewards are the face of VUE in our worksites, and are able to earn a partial dues rebate based upon the completion of certain criteria.

All interested candidates for Officer or Executive Board positions are required to complete a Petition for Office. Steward positions do not require a petition.

Petitions for Office are due to the VUE office by 4:00 pm on Friday, April 10, 2026. Petitions may not be sent via email or fax. To obtain a Petition to run for VUE office, please email Beth at beth.friedl@floridaea.org.

Elections will be held Friday, May 1, 2026, if necessary.

If you have questions, please contact your VUE member representative at 386-238-1605.

Union Only Benefits



Did you know that as a member of VUE you have access to many cost saving benefits?

If you have not yet spent time exploring the benefits available to you, please click [HERE](#).

- Union Plus - Car Rental, Hotel, Mortgage Assistance, Legal Program, AT&T and shopping discounts, plus so much more
- NEA Member Benefits - \$500 travel Program, Complementary Life Ins., Student Debt Navigator and more
- My DEALS - On The Go Discount App only for union members. This works no matter where you are!
- MemberAssist - Your own personal assistant at your service.

Don't waste another minute (or another dollar!). Explore your union benefits TODAY!!

Your Contract Could Be Eliminated

HOW SB 256 & SB 1296 COULD ELIMINATE YOUR UNION CONTRACT!

Step 1: Banning Payroll Deduction

SB 256 eliminated payroll deduction for union dues. Without automatic deductions, many members never switched to eDues or check payments, causing membership numbers to drop. In Volusia County:

- VUE membership was:
 - Instructional – 71% as of May 2023
 - Support – 45% as of May 2023
- When SB 256 took effect on July 1, 2023, **more than 1,500 members were lost overnight!**

Step 2: Union Forced Into Recertification Elections

When union membership drops below 60%, the union must hold a recertification election to keep the contract. These elections are paid for by union members. VUE members have already spent nearly \$5,000 over the last two years to keep contracts in place for both units.

Step 3: SB 1296 Changes the Voting Rules

SB 1296 puts a new requirement in place: At least 50% of ALL EMPLOYEES in the bargaining unit must vote (return a ballot) in the PERC election. Ballots must be RECEIVED by PERC by a date certain via the U.S.P.S. Minimum ballots required:

Instructional Contract

- Total employees: ~4,500
- Minimum ballots needed: ~2,250

Support (OS & Paras) Contract

- Total employees: ~1,360
- Minimum ballots needed: ~680

TSP Contract

- Total employees: ~1,600
- Minimum ballots needed: 800

AND more than 50% of returned ballots must vote YES.

Step 4: Automatic Decertification

If 50% of employees do not return a ballot, the union is automatically decertified. If these rules were used in the last PERC election:

Instructional turnout: 34.7% (1,465 ballots)

Support turnout: 21.3% (279 ballots)

TSP turnout: 28.4% (443 ballots)

All three units would have been decertified. All three contracts would have been lost.

What Happens If a Union Is Decertified?

- The union disappears
- The contract disappears
- There is no negotiated pay, protections, or working condition language

The Bottom Line

These laws create a system designed to reduce union membership, force costly elections, require impossible voter turnout, and automatically eliminate union contracts.

Your membership and participation protect your contract. Stay informed. Stay involved. Encourage your colleagues to join VUE TODAY. www.ourvue.net/membership

