



2023-2024

**I'M
STICKING
WITH MY
UNION!**

BEFORE WE BEGIN

- We are going to discuss the direct impacts of two bills, SB 256 and HB1445, on your union
- The Governor has been vocal about this. He wants our members to believe that he knows what's best for them and that members don't need the collective voice that their union provides.
- We must stay united – all public sector unions across the State are affected except Police, Fire, Corrections and Parole unions. They are EXEMPT from these bills.



- Governor DeSantis Announces Florida's Unemployment Rate Drops to 2.5 Percent in December 2022
- Governor Ron DeSantis Announces Hometown Heroes Program Reaches Milestone \$20 Million Awarded for Down Payment and Closing Cost Assistance

Governor Ron DeSantis Announces Unprecedented Legislation to Empower Educators, Protect Teachers from Overreaching School Unions and Raise Teacher Pay

On January 23, 2023, in News Releases, by Staff

JACKSONVILLE, Fla. — Today, Governor Ron DeSantis announced an unprecedented legislative proposal to create a Teacher's Bill of Rights that empowers educators to be leaders in their classrooms, enset paycheck protection, reduce terms for school board members from twelve to eight years, and invest another \$1 billion in teacher pay. For more information, click [here](#).

"This is a huge package to increase teacher pay, support teacher empowerment and protect teachers' paychecks by ensuring they have control over their hard-earned salary," said **Governor Ron DeSantis**. "We want more transparency into how school unions operate, and we are going to fight against school union haggling that holds teachers and their salary increases hostage. Partisan groups should not be given special privileges."

"From day one, Governor Ron DeSantis has made it his mission to raise teacher pay and elevate educators in the classroom — and he has succeeded," said **Education Commissioner Manny Diaz, Jr.** "Today's announcement goes another step further to provide historic funding for teachers' salaries and ensure they have control over their classrooms and paychecks."

Paycheck Protection



GOVERNOR'S PRESS CONFERENCE

January 23, 2023



3.29.2023



**SB 256
AND
HB 1445**

**"TEACHER BILL
OF RIGHTS"**

- Allows teachers to file complaints if asked by the district to violate the law or are disciplined for following the law.
- Protects teachers from litigation and professional practices when taking action to restore safety or educational atmosphere in the classroom.
- Give FLDOE the right to investigate when students, parents, or teachers' rights are violated.
- Clarify that teachers have the choice to join their local union and that they will not face any repercussions if they opt to not join.

3.29.2023



**SB 256
AND
HB 1445**

**"TEACHER BILL
OF RIGHTS"
CONTINUED**

**LANGUAGE ON
MEMBERSHIP FORM**

3. The membership authorization form must contain the following statement in 14-point type:

The State of Florida is a right-to-work state. Membership or non-membership in a labor union is not required as a condition of employment, and union membership and payment of union dues and assessments are voluntary. Each person has the right to join and pay dues to a labor union or to refrain from joining and paying dues to a labor union. No employee may be discriminated against in any manner for joining and financially supporting a labor union or for refusing to join or financially support a labor union.



SB 256 AND HB 1445 CONTINUED

**“PAYCHECK
PROTECTION”**

- Prohibits payroll dues deduction
- Prevents union officials from doing union work at their job
- Require unions to notify members of cost each year
- Require members to sign a form before joining the union that they acknowledge that Florida is a right to work state.
 - Form will come from the State
- Prevent union officials from earning more than the highest paid member they represent.

3.29.2023



**SB 256
AND
HB 1445
CONTINUED

TEACHER
COMPENSATION**

- ONLY teachers - \$200 million new funds – about \$83 per instructional staff per month before taxes and pension costs.

3.29.2023



SB 256

AND

HB 1445

CONTINUED

"TRANSPARENT

AND TRUE

REPRESENTATION"

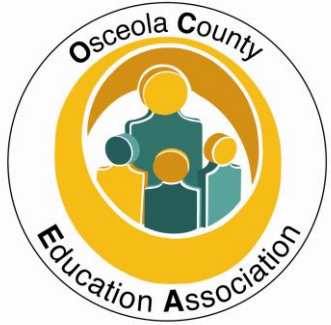
- Requires the school union to have 60% membership to exist
- Requires school unions to submit financials to the state annually
- Requires school unions to have an audit by a Florida licensed CPA annually
 - Florida Licensed CPA Annually
 - Cost between \$15,000-\$50,000
- Requires the union to submit to unimpeded inspections of all membership records



SB 256
AND
HB 1445
CONTINUED

**UNION/SCHOOL
BOARD RELATIONS**

- Reduce term limits of school board members from 12 years to 8 years.
- Prohibit school board members from accessing a slush fund created through collective bargaining
- Partisan school board elections



WHAT'S AT RISK?

Without a contract, we risk losing negotiated items in the agreements, including:

PLANNING TIME

GRIEVANCE
PROCEDURE

SENIORITY

WAGES

DUTY-FREE LUNCH

SCHOOL YEAR
CALENDAR

EVALUATION PROCEDURE

BUS BIDDING

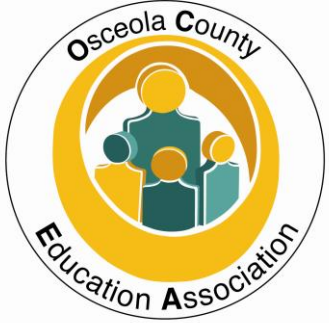
LENGTH OF
WORKDAY

VACATION
TIME

INSURANCE AND
BENEFITS

CONTRACT
RENEWAL

COMMITTEES (INSURANCE, CALENDAR, BARGAINING LEADERSHIP TEAM)



HOW DO WE REACT?

→ **SUPPORT**

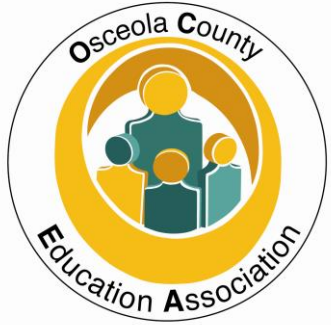
- FEA has the support from our national affiliates, the NEA and AFT
- We must support each other – OCEA must stand united
- We need to engage our building reps

→ **RESPONSE**

- We must respond, not react
- We are developing a local plan and sticking to it
- Work to cleanup and verify our data
- Member, community and other AFL-CIO affiliate engagement
- An ask to recommit to OCEA: “You can’t scare me, I’m sticking with OCEA, MY union!”



eDues Electronic Dues Payment



Switch to eDues

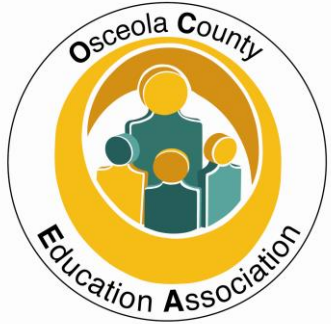


The Legislature has wanted to take away your right to payroll dues deduction since the early 2000's.

The Republican Supermajorities in both the Florida House and Senate have enough votes to change the law.

OCEA is still held to the current 50% membership rule or else we will be decertified (soon to be 60% minimum).

The 2023 Florida Legislative Session began on March 7, 2023, and a bill could go into effect upon signature. SB 256 passed on March 29, 2023.



IMPLEMENTATION

➤ PHASE 01

We have a small group of members who will pilot the eDues program. OCEA will request the District cease payroll dues deduction with their first eDues payment.

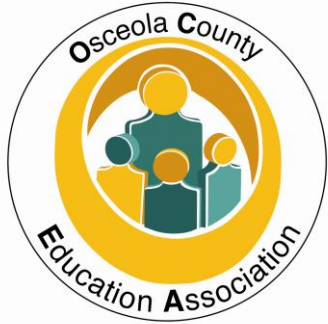
➤ PHASE 02

Lead OCEA Reps will be asked to switch from payroll dues deduction to the eDues program.

➤ PHASE 03

All OCEA Reps will be asked to switch from payroll dues deduction to the eDues program.

*Phases and Timelines are already in progress



IMPLEMENTATION

➤ **PHASE 04**

Target certain schools to switch all members from payroll dues deduction to the eDues program.

Starting April 1, 2023, all new members will only have eDues option.

➤ **PHASE 05**

Target OCEA members with 255-day work calendar.

➤ **PHASE 06**

All OCEA members will pay dues via eDues and payroll dues deduction will no longer be available.

*Phases and Timelines are already in progress

CONCLUSION

- The eDues payment schedule will directly mirror the School District of Osceola County's current payroll schedule.
- Members will experience no change in dues for the 2022-2023 fiscal year.
- FEA will absorb all fees related to the eDues program.
- Current goal is for full implementation by July 1, 2023.

The time is now to recommit to YOUR Union! *There is Strength in Numbers.*

