**Leon Classroom Teachers Association**

Visit the [LCTA website](https://leonsclassroomteachers.org/) for more information. Join us on [Facebook](https://www.facebook.com/LeonClassroomTeachersAssociation/), [Twitter](https://twitter.com/leonteachers), and [Instagram](https://www.instagram.com/leoncta/).

***All LCTA home email addresses on file received this email.***

**TODAY - Labor Day of Action**!

Join us at the Legion Hall near Lake Ella today from 10 AM to noon as we collaborate with our local brother and sister union members to provide for our homeless veterans. See the attachment for more details and work with our site members to collect supplies. [Here are all the details you need to know.](https://www.eventbrite.com/e/labor-day-of-action-tickets-169365943095)



**Health Insurance Grievance**

The STEP 2 GRIEVANCE response from Leon County Schools Labor and Employee Relations stated the following:

* LCS denied the grievance
* LCS denied the relief sought to provide a 4% premium reduction for "Employee Only" benefits while holding harmless all other categories

LCTA will review the response and respond appropriately based on the following facts:

1. LCS received a $900,000 rebate which included employee money
2. LCS received the money in November of 2020
3. LCS waited over six months before sharing the rebate was provided
4. LCS never shared information about the rebate with bargaining units
5. LCS unilaterally used employee rebate money without negotiating

We will continue to enforce the contract to ensure the mutually agreed upon working conditions of LCTA and the LCSB.

**Bargaining UPDATE – No, No, No…**

Last week, LCTA met with LCS to negotiate additional COVID measures to ensure the health and safety of all and to recognize employees and the work they do in our schools and their home lives. Here were the LCS responses to our proposals:

* **NO** à **Substitute Pay** – Educators who cover another employee's class or received split classes would receive substitute monies
* **NO** à **Paid COVID Leave for Caregivers** – Paid COVID Leave for those who need to care for an immediate family member

LCS will take our counter-proposal to the LCSB for consideration. We will share meeting information ASAP.

**Together, we can ensure what our families need.**

**Advocacy in Action**

Here are some of the ways you can get involved with LCTA!

* Download the UnionStrong app and stay connected to the things that matter most to you.  - <https://unionstrong.app.link/LCTA>
* Take the 1st step! Bring a friend and join a committee today. <https://forms.gle/AcYGCTDmDgwzMdQW7>
* Stabilize Our Schools – September 13, 2021: Work with LCTA Social Justice Committee to ensure COVID recovery money can be used for what we need locally? [Contact the social justice committee](mailto:lctasocialjustice@gmail.com) with your school contacts.
* [Check out the LCTA calendar!](http://leonteachers.org/calendar?view=calendar&month=09-2021)

**Strength in Numbers**

We continue to grow and be successful, but there is more we can do. The power of collective action is democracy and unity in action. Visit the website with a potential member. [www.leonteachers.org](https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fwww.leonteachers.org%2f&c=E,1,tKl3o8q_L7FFkivVYx_Jbtv01Fm-D-uzR_pxpty4LxaroulWdbv87prWk6FQ15XHsoTIEdfpBWRV1h2I5YQfFiRDVixCMkD1yLSqWwx5Buw4huvy73QY&typo=1)   Ask them to join us today. [http://bit.ly/JoinLCTA](https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fbit.ly%2fJoinLCTA&c=E,1,ezrdZR3KNS6y04ySh6R9uKhW5RjDpjfPBB2p1V76iwclhnnbOn0t6e7GBRrk2ic_IpKvcQlVAofQiIcW9IKruO0GHu1xOf-IxV8smf3m6njIHQs,&typo=1) Get them involved.

In solidarity,

**Scott Mazur, LCTA President**

Leon Classroom Teachers Association

(850) 942-0675 Office  
(850) 942-0673 Fax

[*www.leonteachers.org*](http://www.leonteachers.org)

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