

Chapter Talking Points

November 8, 2021

Info for chapter leaders

UTLA Membership Drive

- At the Area Meeting on October 20, UTLA chapter leaders launched the first unionwide membership drive since our return to in person teaching. Over the last year and a half, thousands of new educators have been hired throughout LAUSD. There is no doubt that many of them are excited to be part of the dynamic union we have all built together. Of course, union membership does not go into effect automatically when a new educator is hired. They must fill out the UTLA membership application.

We know from experience that the highest rates of success with new member sign up come when a chapter leader asks a new educator directly to sign up. However, remote teaching and the challenges of pandemic social distancing has meant that most of these new members have not yet been asked. Most will sign up immediately, as educators know we are only able to improve our pay, benefits, working conditions and our students' learning conditions when we are united in our union.

That is why we are taking the next few weeks to focus specifically on signing up non- members in every chapter.

The first step for Chapter Chairs is to access your chapter email using the instructions and default password that were emailed to Chapter Chairs on October 14. (NOTE: The chapter email is only accessible by current UTLA Chapter Chairs).

Your chapter email will contain an updated chapter roster that you can use to identify which educators in your chapter should be asked to sign up for UTLA membership (their name is written in red ink and there is an empty box in the "member" column).

Educators can sign up easily on [this electronic membership application](#), no paper

necessary.

You can use [these talking points](#) to help with the conversation.

If you are meeting with a group of non-members over zoom you can use [this short PowerPoint presentation](#).

Be sure to emphasize the importance of contributing to PACE - it is how we fund our important political work including our campaigns to elect pro public education candidates to the LAUSD school board.

Building our membership is one of the core elements of strengthening our union and making sure that we have the power to win in our contract campaign and in enforcing our rights every day.

[Membership App Link](#)

[Membership recruitment talking points](#)

[Membership Drive PowerPoint presentation](#)

Recruit your Chapter Action Team (CAT)

- Chapter Action Teams (CATs) are committees of member leaders in each school / chapter who work with the Chapter Chair to make sure that every member is engaged in the union. CAT leaders take responsibility for communicating consistently with about 10 members in order to build a strong union chapter that can hold principals accountable at the school site and contribute to holding the district accountable through Area and Union-wide struggles like the contract campaign and the fight against the “Student Centered Funding” voucher scheme.
- Here is a link to the [CAT recruitment training](#) that you can review as you think about who you will recruit and how you will approach them.
- Submit the names of those who have committed to join the CAT at your school/chapter to the UTLA office on this form https://www.utla.net/sites/default/files/catformfillable_202122_final.pdf

Send in the Notice of Chapter Chair Election

- If you were the 2020-2021 Chapter Chair for your school or chapter, intend to continue as the chapter chair for the 2021-2022 school year, and are uncontested, you must submit a [Notice of Chapter Chair Election](#). There is no automatic extension of your assignment as chapter chair - you are required to submit the form via email to Princess Sykes at psykes@utla.net. You were informed by email if you have a contested or uncontested election.

If you are not intending to run, and no one from your chapter self-nominated in the nomination window, please share this announcement with others at your site so that a chapter chair can represent your school. It is important that we receive this form as soon as possible to complete the election process for your chapter and officially record the name of the 2021-2022 Chapter Chair.

[Notice of Chapter Chair Elections](#)

Talking points for chapter meetings

Membership drive: Connecting with new colleagues

- As part of helping meet the academic and mental health needs of our students, LA schools have hired more than 2,000 new teachers, counselors, PSWs, PSAs, school nurses, and other staff. We welcome the new faces and the critical contributions they are already making to support our students.

Many of our new colleagues have joined UTLA, wanting to be part of a union that has been on the front lines in the fight for healthy, safe schools during the prolonged pandemic and that is a driving force in the nationwide teachers' union movement for public education, including our vibrant 2019 strike.

UTLA chapters are leading a membership drive this month to talk to new staff who haven't yet signed up for UTLA membership. Reach out to your chapter leaders or Chapter Action Team (CAT) if you want to be part of this work, or share the [UTLA Membership Application link](#) with new co-workers and talk to them about joining UTLA.

All stipends will be paid by November 19

- There is some confusion regarding the \$2,000 one-time stipend and the \$500 technology stipend paid by LAUSD last week as part of our recent reopener bargaining agreement. The district has informed us that on November 19 they will make payments to the approximately 3,400 employees who did not receive the stipend last week or received insufficient amounts. If you have any questions regarding the stipend, including whether you received the right amount, please email askHR@lausd.net.

Members had to be employed by LAUSD as part of the UTLA bargaining unit as of September 21, 2021, the day of the agreement, to be eligible for any part of the two stipends, and the amount of the stipend is pro-rated for members working less than full-time. In addition, a member had to have worked at least 90 days during the 2020-2021 school year to receive the \$500 one-time technology stipend. See copy of the agreement below.

As of now, LAUSD says the 5% raise and retroactive pay will come in January.

[UTLA-LAUSD MOU for 2021-2022 Reopener Bargaining](#)

Healthcare enrollment period ends November 21

- LAUSD's annual benefits open enrollment period for 2022 ends on Sunday, November 21. Please be sure to make your selections and complete your enrollment before this date. The options available reflect the following changes in providers and terms:
 1. Aetna Dental PPO will replace United Concordia as the district's new dental PPO provider. If you are currently enrolled in the United Concordia PPO plan, you will automatically be enrolled in Aetna Dental PPO unless you make a plan change to another dental provider during open enrollment.
 2. In addition, the annual maximum benefit for the dental PPO plan will increase from \$2,000 to \$3,000 per member. Preventive services like teeth cleanings, x-rays, and fluoride treatments do not apply toward the annual maximum.
 3. EyeMed Vision Care now offers \$0 co-pay for standard progressive lenses. Premium progressive lenses are also available with significant savings with fixed pricing tiers based on their features.

The Health Benefits Committee, with representatives from all LAUSD employee unions, reviews all vendors at the time of their renewal. This particular year, Aetna Dental PPO submitted the winning bid, which is significantly better than the previous one.

UTLA and the other employee unions have started the process of bargaining with LAUSD to secure a new health benefits agreement.

[LAUSD Benefits Open Enrollment](#)

Agreement on stipends for athletic coaches

- UTLA has reached a Memorandum of Understanding with LAUSD to increase the differentials paid to coaches in the Athletic Division.

[Sideletter on Athletic Differentials](#)

Trinity email campaign

- The Trinity Elementary community is launching an email campaign as part of their fight to save their school which LAUSD is threatening to permanently close at the end of this school year,

Let's show LAUSD that the community is united against the permanent closure of Trinity Elementary. LAUSD needs to hear from us. Follow the link below to send an email to Local District Central Superintendent Frances Baez to tell her not to close Trinity!

[Send an email to Save Trinity Elementary](#)

[Read more about the Trinity struggle and Sign the Petition](#)

Alliance Educators Hold Walk-In Protest at Four L.A. Schools

- On Monday, November 8, 2021, teachers, counselors, and education professionals held walk-in protests at four Alliance College-Ready charter schools across Los Angeles, calling for an end to delays by its board of directors

and leadership to recognize the educators' decision in 2018 to form a union. Before classes began, they [delivered letters to the school principals](#) demanding compliance with multiple orders from the Public Employment Relations Board (PERB) over the past two years ordering Alliance to recognize their union.

- A supermajority of educators at the four Alliance charter schools voted to unionize with UTLA three years ago. However, the schools' leadership have yet to meet with them to [bargain for their contract](#). "The Alliance board has continued to delay rather than respect the democratic decision of its own educators and give us the voice to collectively advocate for our schools and students," said Brittany Cliffe, a 7th Grade Science Teacher at Richard Merkin Middle School. On November 3, 2021, PERB issued another decision stating that Alliance has violated [CA Government Code 3550](#) and must stop deterring the unionization.

Support the Alliance educators by signing their petition to the Alliance board of directors and leadership: <https://bit.ly/AlliedForOurStudents>.

UTLA calendar

Nov. 10: PACE/Elementary/Secondary meetings

Dec. 1: Area meetings

Dec. 8: House of Representatives meeting

Dec. 15: Board of Directors meeting

Dec. 20: Winter recess begins