

CONTRACT BARGAINING BEGINS TO WIN OUR FUTURE

As public school educators, we are spread so thin that some days our job feels impossible. The district tries to dictate how we teach while underfunding and understaffing our schools — and stacking up \$6.4 billion in reserves. Environmental disasters, the housing crisis, and attacks on immigrant families fueled by those who care more about maximizing their profits are uprooting our school communities.

We want stability for our students, families, and neighborhoods. We want to be able to do what we came into our profession for. We want a sustainable future. That's why we are committed to fight to Win Our Future.

Since December, the 140-member bargaining team of UTLA educators has been working to turn each element of the Win Our Future platform into concrete proposals. As bargaining continues, these member leaders will be in direct connection with Chapter Chairs to ensure the demands at the table are tied to the needs of our schools and chapters.

The UTLA Member Bargaining Team kicked off bargaining on February 18 and now we head into the next phase of building our collective power to win.



The **Win Our Future: We Can't Wait** campaign is the path to stability, equity, and sustainability for schools, students, and educators. As 38,000 UTLA members, we are ready to fight for our platform of bargaining demands that include:



EDUCATOR RECRUITMENT, RETENTION, AND SUPPORT

Increased salaries to recruit and retain educators; compensation for, and limits on, additional work; better access to PTO, Parental Leave, and mental wellness supports; equity across positions; protection of educator rights; prep time; support for new educators with additional investment in BIPOC, multilingual, and immigrant educators; and more.

SUPPORT FOR STUDENTS, PARENTS, AND SCHOOL COMMUNITIES

Limits on district-mandated testing; increased investment in Community Schools; protection and expansion of BSAP and Ethnic Studies; more support for students' mental health; more support for immigrant students, newcomers, English language learners, LGBTQIA+ students and staff, students and families facing homelessness, vulnerable students, and parents; campus safety through support not criminalization; home internet access and updated technology; free Early Education for all; support for college and career preparation; and more.

CLASS SIZE, STAFFING, AND ENRICHMENT

Class size, caseload, and staffing ratio reduction and increased accountability for LAUSD for violations; increased support for Special Education; fully staffed schools, including aides, custodians, and more.

STABILITY FOR SCHOOLS AND PROGRAMS

Protections against displacement and program cuts; increased LSLC purview; increased school-site funding for supplies, programs, and positions; interview panels for administrators; bans on subcontracting and replacement by AI; increased charter school accountability and limits on colocation; and more.

HEALTHY, CLEAN, AND GREEN PUBLIC SCHOOLS

Clean, safe drinking water; facilities upgrades including HVAC; green spaces, shade, and playgrounds on every school campus; programs and policies for environmental justice, climate resilience, and disaster preparedness; and more.

STATEWIDE COORDINATION FOR STATEWIDE POWER — WE CAN'T WAIT

UTLA is joining forces with educator unions across California in the We Can't Wait campaign to maximize pressure through coordinated statewide action for our shared demands: 1. Fully Staffed Schools, 2. Raising Educator Wages, and 3. Stability for Our Students and Communities.

TALK TO YOUR CHAPTER CHAIR

SIGN YOUR COMMITMENT

TO FIGHT FOR

THE WIN OUR FUTURE PLATFORM

