

1 **UNITED TEACHERS LOS ANGELES**
2 **CONSTITUTION**

3
4 **REVISED December 7, 2022**
5

6 **PREAMBLE**

7 We, the members of UNITED TEACHERS LOS ANGELES (UTLA), establish this
8 Constitution and Bylaws to:

- 9 1. Promote the economic and professional welfare of our members by:
10 A. Attracting and maintaining highly qualified school staffs through the
11 best salary schedule possible.
12 B. Improving retirement, medical, and other fringe benefits.
13 C. Increasing the professional competence of our members through
14 continued education.
15 D. Actively seeking contractual agreements covering all phases of our
16 employment.
17 2. Defend and protect all our members from unwarranted attack from within
18 and without the educational institution.
19 3. Promote the professional autonomy of our members.
20 4. Support public education as a social institution through cooperative efforts
21 with the community, the students, the Board of Education and its administrative staff,
22 and other public school employee groups.
23 5. Teach, foster, and practice the concepts contained in the Bill of Rights.
24 6. To engage in legislative, political and educational activities which further,
25 directly or indirectly, the interests of the membership of UTLA.
26 7. UTLA in accordance with the provisions of this Constitution may expend
27 funds for all the purposes and objectives set forth in this Constitution.
28
29

30 **ARTICLE I – AFFILIATION**

31 Section 1. UTLA shall give first priority to membership action and services at the
32 local level.
33

34 Section 2. To strengthen the voice and power of educators in California and the
35 United States, UTLA shall be affiliated with the National Education Association (NEA),
36 The American Federation of Teachers (AFT), the California Teachers Association
37 (CTA), and the California Federations of Teachers (CFT), and through those affiliations,
38 with the AFL-CIO.
39

40 Section 3: Affiliation shall be subject to the conditions in the May 13, 1976
41 Agreement for permanent continuation of United Teachers Los Angeles between UTLA,
42 AFT, CFT, UTLA Local 1021, and UTLA/NEA. (see Appendix 3)
43

44 Section 4: Should one or another or any combination of the state and national
45 organizations above withdraw from affiliation with UTLA, the House of Representatives,
46 on recommendations from the Board of Directors, shall establish by two-thirds (2/3) vote

47 of members voting, a new or different system of relationships, if necessary, with the
48 remaining affiliated organizations.

49
50 Section 5: In the event of an action or election for an exclusive affiliation with
51 either NEA or AFT, an impartial third party, such as the American Arbitration
52 Association, shall conduct the election and shall provide a fair and impartial distribution
53 of all election materials to UTLA members.

54 A. No materials will be distributed by UTLA members other than those approved
55 by the impartial third party.

56
57 Section 6: No exclusive affiliation election with NEA or AFT shall occur unless
58 such action or election is voted on by the UTLA membership.

59 A. A three-fourths (3/4) majority of the total UTLA membership shall be
60 necessary to adopt exclusive affiliation.

61

62

63

ARTICLE II - MEMBERSHIP

64

65 Section 1. Fiscal and Membership Year: The fiscal year and membership year of
66 UTLA shall be September 1 to August 31 inclusive.

67

68 Section 2. Classes: There shall be three (3) classes of membership:

- 69 1) Active members
- 70 2) Retired members
- 71 3) Special and non-voting members

72

73 A. Active Members: Active membership shall be available to all certificated
74 members of the Los Angeles Unified School District (hereafter referred to as LAUSD),
75 and any certificated members of independent or dependent charter schools within the
76 boundaries of the Los Angeles Unified School District, and any successor districts
77 resulting from any reorganization thereof or secession therefrom, and any whose basic
78 assignment is classroom teaching, or whose basic assignment does not require an
79 administrative or supervisory credential and who do not supervise other teachers.

80

81 1. As a condition of membership in UTLA, a certificated employee must
82 also be a member of all of the following:

- 83 A. The California Teachers Association
- 84 B. The National Education Association
- 85 C. The California Federation of Teachers
- 86 D. The American Federation of Teachers, AFL-CIO

87

88 B. Dues for Active Members:

89 1. The dues of UTLA shall be one and one-half percent of the annual
90 salary at 24T9 on the LAUSD Salary Schedule, and shall include current local
91 and affiliate dues.

92 a. UTLA shall pass through future affiliate dues increases and
93 decreases to the membership.

94 b. Any change in the dues structure must be voted on by the
95 membership.

96
97 2. The dues for children's center child development teachers shall be one
98 and one-half percent of their basic salary schedule (Schedule 19, Step 3) on ten
99 months' basis or equivalent.

100 A. Children's center lead teachers shall pay the same dues as
101 those paid by full-time elementary and secondary teachers under Article II,
102 Section 1(b)(1).

103
104 3. The dues for long-term substitutes shall be one- and one-half percent of
105 their basic salary schedule (Schedule VI-A, Step 1) or equivalent.

106
107 4. The dues for day-to-day substitutes, members on sabbatical leave,
108 members on half-time assignment, children's center teachers who work four
109 hours a day or less, and adult teachers whose sole assignment is in the adult
110 education division and who serve less than twelve- and one-half hours per week,
111 shall pay an amount equivalent to one-half the active member's dues.

112 113 C. Privileges of Active Members

114 1. The right to vote on all matters submitted to membership.

115 2. Eligibility for elective and appointive office.

116 3. Attendance at meetings where the business of UTLA is conducted,
117 except when an executive session is called.

118 4. The receipt of UTLA publications and publications of affiliates.

119 5. The services of the UTLA staff and affiliates.

120 121 D. Retired Members

122 1. Any former LAUSD employee or any former employee of an LAUSD
123 sponsored Charter School who was at any time a member of UTLA and is retired
124 is eligible for membership in UTLA Retired.

125 2. Dues for UTLA-R members:

126 A. Those who pay a one-time fee of one-half the regular annual
127 UTLA dues and

128 B. Those who pay 1/25th the regular annual UTLA dues.

129 C. The dues stipulated in sections (1) and (2) above can be
130 changed if the UTLA-R Steering Committee and the UTLA Board of Directors, in
131 separate votes, concur by a 2/3 vote of the total members of the UTLA-R
132 Steering Committee as defined in the UTLA-R by-laws and a 2/3 vote of the total
133 members of the UTLA Board of Directors.

134 3. Existing life members at the time of the organization of UTLA-R are
135 fully paid-up members of UTLA-R and will not be charged additional fees for
136 membership in the future.

137

138 E. Special memberships: No Special Member shall have voting privileges in
139 UTLA or be eligible to hold any elected or appointed office. Special members shall have
140 the rights and privileges as follows:

141
142 1. Honorary Lifetime Member: Any person who has been a member of UTLA who
143 wishes to continue to receive UTLA Vendor Services may be made an Honorary Life
144 Member by a majority vote of the Board of Directors.

145
146 2. Associate: Any person interested in public education who is not eligible to
147 become an active member may become an associate member if recommended by an
148 active UTLA member and approved by the Board of Directors.

149 A. Dues for associate members shall be one-fourth the regular
150 annual dues.

151
152 3. Honorary: The Board of Directors, with the approval of the House of
153 Representatives, may award honorary membership to any person who has rendered
154 conspicuous service to the public schools of Los Angeles or to the cause of public
155 education in general.

156 A. Honorary Members shall pay no dues and have none of the privileges
157 of membership.

158
159 4. Affiliation of Special Members: Such members shall not be members of the
160 state and national affiliations without payment for such affiliation.

161
162 Section 3. Obligations of Active, Retired and Associate Members:

163 A. Prompt payment of dues as required by the Constitution.

164 B. Active support of the stated purposes of the Constitution of UTLA.

165 C. Adherence to the UTLA code of professional ethics as established and
166 approved by the House of Representatives.

167 168 **ARTICLE III – OFFICERS**

169
170 Section 1. Composition: The officers of UTLA shall be the Executive Officers as
171 hereinafter defined, along with all directors.

172
173 Section 2. The Executive Officers shall be the President, NEA Vice President,
174 AFT Vice President, Elementary Vice President, Secondary Vice President, Treasurer,
175 and Secretary.

176
177 Section 3. Term of Office:

178 A. The term of office for Executive Officers and directors shall be for three
179 consecutive years running from July 1st of the year in which they are elected to June
180 30th three years hence.

181
182 B. All officers who are on part- or full-time release shall be limited to two (2)
183 consecutive terms in the same office.

184
185
186
187
188
189
190
191
192
193
194
195
196
197
198
199
200
201
202
203
204
205
206
207
208
209
210
211
212
213
214
215
216
217
218
219
220
221
222
223
224
225
226
227
228
229

Section 4. Qualifications:

A. A candidate for office shall have been an Active Member for at least two (2) years prior to the date of the election.

B. The Elementary and Secondary Vice Presidents shall be nominated from their respective teaching levels.

C. A member of UTLA cannot hold both an elected or appointed position and a part or full-time staff position in UTLA.

D. No person who has been a member of UTLA staff or affiliate staff shall be permitted to serve as an officer of UTLA until that person has been an employee of the Board of Education for at least two (2) years prior to their taking office.

Section 5. Elections:

1. The officers shall be elected by the UTLA membership by secret ballot.

A. Elections shall be held in the third year of the term of office.

B. Time and procedures of the election which are not otherwise specified in these Bylaws or the UTLA Election Manual, shall be determined by the Board of Directors.

C. All candidates for UTLA offices shall be nominated by a declaration of candidacy stating their intention to run.

1. This shall be the only means of nominating a candidate.

Section 6. Powers and Duties:

A. President: The President shall have the following powers and duties, subject to the direction and policies established by the House of Representatives.

1. To preside at all meetings of the Board of Directors.

2. To preside at all meetings of the House of Representatives.

3. To call special meetings of the Board of Directors upon request of six (6) or more directors with six (6) days' notice to all members of the Board of Directors.

4. To call special meetings of the House of Representatives upon request of the Board of Directors or on petition of fifty (50) members of the House of Representatives with six (6) days' notice to all members of the House.

5. To sign contracts and other instruments connected with the business affairs and professional activities of UTLA, subject to guidelines of the House of Representatives and subject to the Board of Directors' approval.

7. To make reports of activities of and to the Board of Directors, the House of Representatives, and the membership.

8. To serve as the official representative of UTLA.

9. To be an ex-officio voting member of all committees of UTLA, except the Election Committee.

10. To perform such duties as may properly pertain to their office as provided elsewhere in the Bylaws or standing rules.

230 11. To direct the planning of the meetings of the House of Representatives
231 and such other conferences and meetings as may be sponsored by UTLA.

232 12. Supervise all UTLA communications, internal and external, and be the
233 editor in chief of the United Teacher

234 13. Other duties as assigned by the Board of Directors.
235

236 B. NEA and AFT Vice Presidents. The NEA and AFT Vice Presidents shall have
237 the following powers and duties:

238 1. To represent the President at as requested at meetings and
239 conferences sponsored by UTLA.

240 2. To assist the President in the administration of the activities of UTLA.

241 3. To authorize by their signature all expenditures of money approved by
242 the appropriate body and drawn on the treasury, subject to guidelines of the
243 House of Representatives and subject to Board of Directors approval.

244 4. To be an ex-officio voting member of all committees of UTLA except the
245 elections committee and committees pertaining to the affiliates not represented
246 by each Vice President, and to aid and maintain the fulfillment of all duties,
247 functions and reports of the several committees.

248 5. To serve on various committees pertaining to affiliate work of the
249 affiliate that the Vice President represents.

250 6. To perform such duties as are assigned by the Board of Directors or the
251 President.
252

253 C. Elementary and Secondary Vice Presidents: The Elementary and Secondary
254 Vice Presidents shall have the following powers and duties:

255 1. To represent and serve the President at meetings and conferences
256 especially connected to their respective teaching levels.

257 2. To be an ex-officio voting member of all committees except the
258 Elections Committee and to aid and maintain the fulfillment of all duties,
259 functions, and reports of the several committees.

260 3. To perform such duties as are assigned by the Board of Directors.

261 4. To perform such other duties as may properly pertain to the office of
262 Elementary or Secondary Vice President or as provided elsewhere in these
263 Bylaws or standing rules.
264

265 D. Treasurer: The Treasurer shall have the following powers and duties:

266 1. To have official custody of all funds of UTLA.

267 2. To exercise general supervision over the receipt and disbursement of
268 all funds of UTLA.

269 3. To serve as chairperson of the Budget and Finance Committee of the
270 Board of Directors.

271 4. To supervise the preparation of the annual budget and periodic financial
272 reports to members of the Board of Directors and House of Representatives.

273 5. To supervise the preparation of such other financial reports, including
274 the annual independent audit, as may be required by the Board of Directors or
275 the House of Representatives.

276 6. To approve by their signature all expenditures of money approved by
277 the House of Representatives and drawn on the Treasury.

278 7. Other duties as assigned by the Board of Directors or the President.
279

280 E. Secretary: The Secretary shall have the following powers and duties:

281 1. To keep adequate records of all proceedings of the House of
282 Representatives and Board of Directors.

283 2. To maintain an accurate roster of UTLA membership and an accurate
284 list of committees and personnel.

285 3. Other duties as assigned by the Board of Directors or the President.

286 4. To perform such other duties as properly pertain to their office and as
287 may be provided elsewhere in these Bylaws and standing rules.
288

289 Section 7. Vacancies and Resignations of Officers:

290 A. In case of the absence of the President from any particular meeting, the
291 duty of presiding at such meeting shall fall on the Vice Presidents in the order
292 they are listed in Section 2 of this article.
293

294 B. In the event of a temporary or permanent vacancy in the office of
295 President, the Board of Directors will automatically hold a special meeting within
296 seven (7) working days of said vacancy, to be called by the elected UTLA
297 Secretary, for the purpose of electing an interim presiding officer from the UTLA
298 Board of Directors, to serve until the election, called for in the UTLA Constitution
299 in the event of such vacancy, is held and a new President is declared elected.

300 1. The presiding officer of that meeting may not be a candidate for
301 the presidency in that special election.
302

303 C. In the event of death, resignation, impeachment, removal or inability to
304 serve of any other officer, the position shall be filled by election by the Board of
305 Directors and ratified by the House of Representatives.
306

307 **ARTICLE IV – BOARD OF DIRECTORS**

308 Section 1. Composition: The Board of Directors shall consist of:

309 A. Seven (7) elected officers.

310 B. Four (4) directors from each area elected by all members of that area.

311 C. The Immediate Past President, if available.

312 D. 7 Directors from Special Categories:

313 1. One (1) director elected by Health and Human Services

314 2. One (1) director elected by the Substitute Teachers

315 3. One (1) director elected by the Adult Education Division teachers

316 4. One (1) director elected by the Early Childhood Educators

317 5. One (1) director elected by Special Education Teachers

318 6. One (1) director holding a Bilingual Certificate of Competence, BCLAD
319 or equivalent elected by bilingual education teachers

320 7. One (1) director elected by UTLA-R members

321 E. Any member of UTLA who is currently serving as a member of the
322 Board of Directors or as an Officer of NEA, CTA, AFT, or CFT, or is the appointed Chair
323 of UTLA PACE, and does not otherwise hold an elected position on the UTLA Board,
324 shall be a non-voting Ex-Officio member of the UTLA Board.

325 Section 2. Qualifications: A candidate for office of Board of Directors shall have
326 been an Active Member of the organization for the previous two (2) years.

327
328 Section 3. Nomination, Elections and Terms of Office:

329 1. The President shall, on expiration of their term as President, become the
330 Immediate Past President and serve one term on the Board of Directors as Immediate
331 Past President.

332 2. Nominations for Area and Special Category Directors shall be by presentation
333 of a signed statement declaring their intention to run.

334 3. The election process for all seats on the Board of Directors shall be as
335 described in the UTLA ELECTIONS MANUAL.

336
337 Section 4. Removal, Vacancies, and Resignations:

338 1. The Board may remove any Board Member or Officer who breaches the duty
339 of confidentiality required by the calling of an Executive Session of the Board or the
340 designation of any document as confidential by the Board or the Officers.

341 A. The procedure for removal shall follow the process as described in
342 Article XI, and the parliamentary authority, and require a vote of 2/3 of the seated
343 members to convict.

344
345 2. A vacancy on the Board of Directors shall be deemed to exist in case of:

346 A. The death, resignation, retirement, removal, impeachment, or inability
347 to serve of any director, or if any director ceases to be a member of UTLA or ceases to
348 be employed in active educational service within the jurisdiction of the Area which they
349 represent (unless said director is mandatorily transferred from the area which they
350 represent, in which case they will be allowed to serve the remainder of the term to which
351 they were elected),

352 B. An absence from a meeting of the Board of Directors without proper
353 excuse, for more than two meetings during any membership year.

354 C. Absent for more than six meetings during the term from any regularly
355 scheduled Board of Directors meetings, excused or unexcused, during any membership
356 year, unless said absences were for official UTLA business.

357 D. A removal for a serious breach of confidentiality from any
358 Executive Session of the Board of Directors or of any document designated as
359 confidential.

360
361 C. In the event vacancy occurs in the Area Directors, the Area Assembly
362 represented by the director to be replaced shall elect a successor who shall serve for
363 the remainder of the unexpired term of the predecessor after one month has elapsed
364 and after announcement at a regular area meeting.

365 1. However, if the Area Assembly votes to have a formal election by
366 written ballot throughout the entire area, an election shall be ordered by the
367 UTLA President.

368 2. If the Area Assembly does not so vote, but if one hundred (100) UTLA
369 members from the area present a petition to the UTLA President, requesting a
370 formal election within fourteen (14) calendar days of the announcement at the
371 area meeting, the UTLA President shall order the new election.

372 3. A formal election by written ballot shall be used to fill vacancies for
373 Board of Directors members representing special categories.

374 4. A vacancy in the position representing UTLA - R, shall be filled by the
375 process for the election of said representative.

376
377 Section 5. Meetings:

378 A. The Board of Directors shall hold no fewer than eight (8) meetings a year.

379 1. Notice for regular meetings shall be via the established yearly calendar.

380 2. Members may attend any regular or special meeting by electronic
381 means.

382
383 B. Special meetings of the Board of Directors may be called by the President or
384 by a petition signed by not less than 10 Directors and presented to the President.

385 1. Prior notice for special meetings of the Board of Directors shall be given
386 to the Board of Directors at least three calendar days before the meeting.

387
388 Section 6. Quorums: A majority of the seated directors shall constitute a quorum
389 for the transaction of business.

390
391 Section 7. Proxy. Voting by Proxy is prohibited.

392
393 Section 8. Powers and Duties: In accordance with policies and guidelines
394 adopted by the House of Representatives, the Board of Directors shall have the
395 following powers and duties:

396 A. The exclusive power to exercise all of the business functions of UTLA and to
397 supervise and control its business and affairs subject only to the limitations and
398 restrictions provided by a policy of the House of Representatives, applicable law
399 and this constitution.

400 B. The exclusive power to appoint and remove staff members of UTLA; to
401 determine their qualifications, compensations, and duties; to require such agreements
402 and bonds as are deemed necessary to insure faithful service.

403 C. To recommend to the House of Representatives the creation, modification,
404 and discontinuance of such standing committees as it shall deem desirable.

405 D. To appoint special committees as are deemed necessary. Such special
406 committees shall be discontinued upon the discharge of their assignments.

407 E. The exclusive power to determine procedures governing the administrative
408 services and the publications of UTLA.

- 409 F. The exclusive power to authorize the execution of contracts and other
- 410 agreements necessary to the efficient conduct of the business of UTLA subject to the
- 411 policy of the House of Representatives.
- 412 G. To approve the budget and supervise receipts and expenditures, and set up
- 413 proper procedures for the safekeeping and accounting of all funds of UTLA.
- 414 H. To incur indebtedness in the name of UTLA as necessary for the operations of
- 415 the Union.
- 416 I. To recommend and to amend the Policies of UTLA subject to the approval of
- 417 the House of Representatives.
- 418 J. To exercise such other powers and to perform such other duties as may be
- 419 prescribed elsewhere in these Bylaws.
- 420 K. To establish district, cluster, or other organizational systems as may be
- 421 necessary to serve the UTLA membership.
- 422 L. To approve the annual financial audit for publication and distribution to the
- 423 membership.
- 424 M. To approve expenditures.

425 **ARTICLE V – HOUSE OF REPRESENTATIVES**

426 Section 1. Composition: The House of Representatives shall be composed of:

427 A. All members of the Board of Directors.

428 B. One (1) representative for each one hundred fifty (150) UTLA members to be

429 apportioned amongst the Areas.

430 1. This ratio may be altered by a two-thirds (2/3) vote of the House of

431 Representatives, such a new ratio to take effect with the beginning of the next 2-

432 year session of the House of Representatives.

433 C. All Chairpersons of Standing Policy Committees as listed in Appendix 1 of this

434 Constitution

435 D. Special Section Representatives

- 436 1. One (1) representative to represent itinerant teachers.
- 437 2. Two (2) representatives to represent adult education.
- 438 3. Two (2) representatives to represent early education teachers.
- 439 4. Two (2) representatives to represent school nurses.
- 440 5. One (1) representative to represent the occupational centers.
- 441 6. One (1) representative to represent the skill centers.
- 442 7. One (1) representative to represent the PSA Counselors.
- 443 8. Eight (8) representatives to represent the substitute teachers.
- 444 9. Two (2) representatives for counselors.
- 445 10. Two (2) representatives for special education.
- 446 11. Two (2) representatives for psychologists.
- 447 12. Two (2) representatives for UTLA-R plus one representative for every
- 448 five hundred (500) members.
- 449 13. One (1) representative to represent psychiatric social workers.

450 Section 2. Election of Representatives:

451 A. Special Section representatives, with the exception of UTLA-R, shall be

452 elected at a caucus of the section conducted per the UTLA Elections Manual.

455
456
457
458
459
460
461
462
463
464
465
466
467
468
469
470
471
472
473
474
475
476
477
478
479
480
481
482
483
484
485
486
487
488
489
490
491
492
493
494
495
496
497
498
499
500

B. UTLA-R candidates shall be elected from a list of candidates as published in official UTLA publications, print or electronic.

1. Elections will take place at a meeting of the General Assembly of UTLA -R.

C. The election of these representatives shall be held in November of each even-numbered year.

1. Time and procedures of the election which are not otherwise specified in these Bylaws or the UTLA Elections Manual, shall be determined by the Board of Directors.

2. In the event that the number of candidates in any area is equal to or less than the number of House seats in that area, as of the last day a candidate can be nominated, the Board of Directors may declare such candidates elected, and no election need be held in said area.

Section 3. Qualifications: Any active member of UTLA shall be eligible for election to the House of Representatives.

Section 4. Terms of Office: The term of office for a representative shall be two (2) years beginning December 31st of the election year and ending December 30th of the second year thereafter or until their successors are elected.

Section 5. Meetings:

A. The House of Representatives shall meet in regular session at least five times each school year.

B. Special meetings may be called at any time by the Board of Directors with six (6) days' notice, with the meeting place to be selected by the Board of Directors.

C. Notice of both regular and special meetings shall be mailed or emailed to House members at least six (6) days prior to the date of any meeting.

D. Special meetings shall be called on petition of fifty (50) members of the House of Representatives.

E. All regular and special House meetings must be held as scheduled and shall not be canceled by any other body.

Section 6. Alternates: Alternates shall be elected under procedures established by the Board of Directors.

Section 7. Vacancies and Resignations:

A. Any regular House member who resigns or who changes the area or condition of their employment shall notify the Secretary.

B. Resignations shall take effect on the date of receipt of such notice or at any time specified therein, and the acceptance of such resignations shall be in effect without further action by the House.

C. Changes in area or in condition of employment shall be judged on an individual basis, and the action of the House shall be final; if any significant changes 6 months of a member's term, no action need be taken.

501 D. Any elected House member who has three unexcused absences or six
502 excused absences from regularly scheduled meetings in one school year shall be
503 removed from the House.

504 E. Vacancies occurring from resignations, deaths, changes in
505 employment, or removal shall be filled by alternates until the next regular election,
506 unless the House votes otherwise.

507
508 Section 8. Quorum: A majority of the seated members of the House shall
509 constitute a quorum.

510
511 Section 9. Functions and Duties: The House of Representatives shall be the city-
512 wide representative body of UTLA and shall have the following functions and duties:

513 A. To serve as the policy-making body on behalf of the UTLA membership and of
514 the UTLA organization.

515 B. May alter or reverse policy-related actions of the Officers and of the Board of
516 Directors, subject only to the limitations of this Constitution or applicable law.

517 C. To consider and act upon proposals affecting the welfare of the Los Angeles
518 City School District submitted by officers, the Board of Directors, committees of UTLA,
519 by other organizations, or by individual representatives.

520 D. To suggest changes in the membership dues structure to the membership.

521 E. To amend these Bylaws per Article XII.

522 F. To vote in impeachment proceedings.

523 G. To recommend to the members a position on initiative and referendum
524 measures to be presented to the members.

525 H. To establish and subsequently to modify the boundaries of the eight UTLA
526 Areas.

527 I. To promote active participation of House members at House meetings, at
528 committee meetings, and at meetings of parent bodies.

529 J. To suspend or remove any member of UTLA or any member of the House of
530 Representatives for any of the reasons stated in Articles X or XI, and by the processes
531 required by those articles.

532 K. To keep its members informed on important matters, and to report on all
533 House business and to keep minutes of its proceedings.

534 L. To establish, to modify, and to discontinue committees of the House of
535 Representatives in accordance with Article VIII.

536 M. To call general membership meetings by a two-thirds (2/3) vote.

537 N. Each member is required to serve on at least one of the Standing Policy
538 Committees.

539
540 Section 10. All House members shall abide by the following Code of Conduct:

541 A. Expected behavior at meetings

542 1. Respect for others

543 2. Respect for different opinions and perspectives

544 3. Do not engage in aggressive, bullying or intimidating behavior

545 4. Do not engage in discrimination or harassing behavior

546 5. Do not use offensive language or derogatory terms

- 547
548 B. Penalties for violation of the Code shall be on an incremental basis
549 1. A censure and apology for the offense.
550 2. Prompt and immediate exclusion from the meeting.
551 3. Referral to the Area or Committee that elected the member for censure,
552 suspension or removal from the position.
553 4. Exclusion from a specific number of future meetings of the House of
554 Representatives
555 5. Motion for an investigative committee for serious allegations, with the
556 members selected by the Committee on Rules and Reference.
557 a. A hearing by the Investigative Committee which includes the
558 opportunity for the accused to make a statement in defense.
559 6. The Investigating Committee may recommend to the House: removal of
560 the member from serving in the House, and/or a ban on serving as a House delegate for
561 a specific time, or a permanent ban on serving as a delegate to the House.
562 7. The Committee on Rules and Reference will designate one of its
563 members to be the Process Observer who will monitor for violations of this code.
564
565

566 **ARTICLE VI – AREA ASSEMBLIES**

- 567 Section 1. Establishment:
568 A. Area Assemblies shall be established in geographic areas within the LAUSD.
569 B. The House of Representatives shall have the power to establish and modify
570 the number and the boundaries of the areas (see Appendix 2).
571 C. Changes to Area boundaries must be approved at least six months prior to
572 elections for Board of Directors, and such proposed changes shall be published for
573 general membership information at least twice prior to the House meeting considering
574 approval of the change, and approval shall be published at least three times during the
575 two months following approval.
576 D. Only members of UTLA whose primary work site is within the boundaries of
577 the Area shall be eligible to vote for Steering Committee members, or PACE
578 representatives, or area specific issues.

579 Section 2. Structure

- 580 A. Officers: The officers shall be the Area Chairperson and the three other
581 elected Directors.
582 1. Area Chairs shall oversee the functions and operations of the area.
583 2. There shall be a Steering Committee composed of an equal number of
584 elementary and secondary educators whenever possible, with a minimum of (2) two for
585 each category of members to reflect the diversity of educators in the Area.
586 a. The Area Chair shall both announce the elections at the meeting
587 before they occur, and by electronic means prior to the meeting.
588 b. All candidates for area offices shall be nominated by a
589 declaration of candidacy stating their intention to run.
590
591

592 Section 3. Elections & Term of Office:
593 A. The Area chairperson shall be elected in accordance with the process in the
594 Elections Manual.
595 B. The members of the Steering Committee shall be elected at the first area
596 meeting of each academic year.
597 1. The ballot shall be divided into a secondary and an elementary section,
598 and the two or more persons receiving the highest number of votes in each
599 section shall be declared elected.
600 2. All reasonable efforts will be made to have an equal number of
601 elementary and secondary educators, including itinerants, substitutes, early and
602 adult educators.
603 C. The number of Steering Committee members shall reflect the needs of the
604 Area.
605 1. Steering Committee shall be held at a minimum every two years
606 commencing the first Area Meeting of the academic year.
607 A. One-year or two-year terms as stated in a policy statement
608 approved by the Area Assembly.
609 2. Additional positions may be selected from the Steering Committee or
610 elected by the Area as determined by the officers of the Area with the approval of the
611 Steering Committee.
612 3. When a vacancy occurs for any reason, elections shall be held in the
613 same manner the vacant position was elected.
614
615 D. Steering Committee Officers: The Area Chairs and Directors shall appoint a
616 Secretary and a Treasurer for the area from among its own members.
617
618 E. Area Attendance: Each member should attend the Area Assembly in which
619 they are principally employed.
620 1. UTLA members who choose to participate in a different Area Assembly
621 shall not be eligible for elective positions.
622 F. Areas shall encourage Cluster Leaders to be part of the Steering Committee.
623 G. Steering Committee leaders may also be Cluster Leaders who support school
624 site Chapter Chairs and organize the area.
625
626 Section 3. Function: Area Assemblies shall have the following functions:
627 A. To serve as the policy-recommending body on behalf of the membership in
628 carrying out the purpose of UTLA.
629 B. To provide an opportunity for every UTLA member to have their opinions,
630 ideas and comments considered in the recommendations of policy.
631 C. To provide the opportunity for all members to receive experience and training
632 in leadership roles.
633 D. To dispense information among UTLA members and the House of
634 Representatives.
635
636 Section 4. Motions: Motions passed by the Area Assemblies shall be presented
637 by the Area Chairperson to the Committee on Reference and Rules.

638
639
640
641
642
643
644
645
646
647
648
649
650
651
652
653
654
655
656
657
658
659
660
661
662
663
664
665
666
667
668
669
670
671
672
673
674
675
676
677
678
679
680
681
682

Section 5. Area Steering Committee:

- A. It shall be the function of the Area Steering Committee to review area needs, establish the area budget, and provide inter-area communication and an agenda for area meetings.
- B. This Committee shall meet at least one time prior to each Area Assembly meeting, and it shall be presided over by the Area Assembly Chairperson.

Section 6. Governance:

- A. The Area Assemblies shall have the power to determine the methods of internal government and procedures as may be best suited to their respective areas and to the needs of their membership, subject to the following conditions:
 - 1. Each area shall hold regularly scheduled meetings which provide for direct participation of UTLA members to that area.
 - 2. Rules and policies of each area shall not conflict with the provisions of these Bylaws or with the policies established by the House of Representatives or by referendum.

Section 7. Relationships:

- A. The UTLA House of Representatives shall be responsible for the establishment of policies and procedures to facilitate cooperation among the Area Assemblies and within UTLA itself.
- B. All areas shall file annual reports of their activities, a financial report for audit, and copies of the area publications with the UTLA Secretary for review by the Board of Directors.
- C. UTLA shall authorize grants to Area Assemblies under the terms and conditions of the UTLA budget.

Section 8. Qualifications of Area Officers and Other Members of Steering Committees: Candidates for area offices and members-at-large of the Steering Committees shall be members of UTLA.

Section 9. Meetings and Quorum:

- A. Each Area Assembly shall meet at least five times per school year.
- B. Special meetings of the Area Assembly may be called upon six (6) days' notice by the Area Chairperson.
- C. The Area Steering Committee shall designate the place where each meeting shall be held.
- D. Notice of the time and place of such regular meeting of the Area Assembly shall be sent to all schools at least ten (10) days prior to the date set for the meeting.
- E. 30 members present at an Area Assembly meeting shall constitute a quorum.

ARTICLE VII – STANDING FUNCTION COMMITTEES

Section 1. Executive Committee

683 a. The Executive Committee shall be composed of the seven elected
684 officers, with the chief executive officer as non-voting ex-officio.

685 b. The Executive Committee shall be empowered to act in the interests of
686 UTLA and its members when a time-sensitive situation occurs that threatens life,
687 property, or significant functional ability of the union, and a meeting of the Board of
688 Directors cannot be called, or such meeting fails to achieve quorum.

689

690 Section 2. Negotiations Committee:

691 1. The members of the committee shall be appointed by the President to
692 represent the constituencies within the UTLA membership that are the subject of the
693 current negotiations.

694 2 The committee shall be chaired by the President or their designee.

695 a. The President shall inform the Board of Directors who has been
696 appointed, and any changes in the composition of the committee.

697 b. The committee shall have full autonomy in negotiations, guided by, but
698 not bound to, the desires of the Board of Directors or House of Representatives.

699 3. In all collective bargaining contracts between UTLA and LAUSD, the final step
700 shall always be ratification by a majority of the votes cast by the voting membership of
701 UTLA.

702

703 Section 3. Elections Committee:

704 a. The Elections Committee shall be composed of not less than 5 nor
705 more than 15 persons.

706 b. The committee members shall be elected by the House of
707 Representatives and shall serve 3-year staggered terms.

708 1. Vacancies for any reason shall be filled by election of the House
709 of Representatives.

710 c. Any person who has been a member of UTLA for 1 year at the date of
711 election shall be eligible to be a member of the Elections Committee.

712 d. The Elections Committee shall have the power and duty to conduct
713 elections within UTLA and in its various divisions as per the Election Manual.

714

715

716 Section 4. Constitution Committee

717 a. The Constitution Committee shall have not less than 5 members,
718 appointed by the President and chaired by the Secretary.

719 b. Members shall serve at the pleasure of the President.

720 c. The Constitution Committee shall be responsible for:

721 1. Reviewing motions or proposals that may have constitutional
722 implications, or are referred to by the Board of Directors, House of Representatives or
723 the Committee on Reference and Rules.

724 2. Review all proposed amendments to the Constitution for correct
725 language, unintended consequences, and consequential and conforming amendments,
726 before such proposed amendment is put before the Board of Directors or House of
727 Representatives and make such language and other editorial changes to conform the

728 proposal to the language and construction of the Constitution. These changes cannot
729 alter the action of the proposed amendment.

730 3. To Recommend amendments or a revision of the bylaws to the
731 Board of Directors and/or the House of Representatives.

732

733 Section 5. Committee on Rules and Reference

734

735 A. The Committee on Rules and Reference shall consist of eight (8) members of
736 the House of Representatives, one from each area, selected by the steering committee
737 of that area and one person representing the special sections to be appointed by the
738 President.

739 1. Area may select alternates if they so desire.

740 B. The President shall appoint one of the released-time officers of UTLA to Chair
741 the committee.

742 C. The committee may conduct its business via email or teleconference or other
743 forms of electronic communication.

744 D. The committee shall review all motions from Areas, Committees or Individuals
745 submitted between and before meetings of the House.

746 E. The committee shall take one of the following actions on all motions:

747 1. Refer to the appropriate UTLA Standing Function or Policy Committee.

748 2. Refer it to the Board of Directors and through the Board to the Budget
749 Committee, or for a legal opinion.

750 3. Declare the motion MOOT if the action has already been taken, is in the
751 process of being taken, or the motion proposes an action negated by the time of that
752 action being passed.

753 4. Refer the action to the House of Representatives for immediate action.

754 5. Send the motion back to the author (area, committee or individual) for
755 any of the following reasons:

756 a. The motion is unclear as to the action or intent of the motion.

757 b. The motion does not include the name of the author, the name of
758 the seconder, or the vote result from the area or committee, and indicates the presence
759 of a quorum at the time of the vote

760 6. Reject any motion not from an active member of UTLA.

761 7. Declare a motion OUT OF ORDER if it violates the UTLA Constitution,
762 state or federal laws, or in any other way is outside the jurisdiction of the House of
763 Representatives.

764 8. The committee may combine and/or rewrite motions presented from
765 different sources that cover the same action or issue and present the committee's
766 motion as a substitute for all the proposed motions.

767

768 F. The House may overturn a referral to committee or a finding of moot by a
769 majority vote of the House and may overturn a referral to the Board or a finding of Out
770 of Order by a 2/3 vote of the House.

771

772 G. The Committee on Rules and Reference shall cause a report to be prepared
773 after each of its meetings; such report shall list all new motions and the committees to
774 which each has been assigned with a brief rationale for each decision.

775 1. One copy of each Committee Report shall be sent to each Area Chair
776 prior to the next scheduled area meeting.

777 2. The Committee shall meet prior to, but on the same date as regularly-
778 scheduled meetings of the House of Representatives.

779
780 H. The Committee shall prepare a "Consent Agenda" to be sent out prior to the
781 next House meeting as needed.

782
783 I. The Committee shall prepare standing rules for the Board of Directors and the
784 House of Representatives to be adopted at the first meeting of each term.

785 786 787 **ARTICLE VIII- STANDING POLICY COMMITTEES**

788 789 Section 1.

790 A. Standing Policy Committees shall be listed in Appendix 1 of this Constitution.

791 B. Standing Policy Committees shall be formed upon the approval of the House
792 of Representatives.

793 1. The House of Representatives may change the name of the committee
794 by a majority vote.

795 2. The House of Representatives may dissolve a committee by a 2/3 vote.

796 797 Section 2. Composition and Size:

798 A. Each standing committee shall make every effort to draw membership from all
799 eight (8) areas of United Teachers Los Angeles.

800 B. Any active or retired member of UTLA shall be eligible for membership on a
801 committee.

802 C. All motions passed to the Committee on Rules and Reference must have the
803 maker's name and the seconder's name, the vote tally and an indication that a quorum
804 was present at the time of the vote, included with the motion report.

805
806 Section 3. Term of Office: Members may serve as long as they are interested in
807 the subject of the committee.

808 809 Section 4. Meetings:

810 A. All standing committees shall hold at least five (5) regularly scheduled
811 meetings during the year.

812 B. The quorum for any committee meeting shall be 5 members.

813 1. Committees that do not have a quorum cannot adopt motions or take
814 other official actions at that meeting.

815 816 Section 5. Committee Chairpersons:

- 817 A. Committee chairpersons shall be elected by members of their respective
818 committees at the first meeting of the committee each school year.
819 B. Vacancies shall be filled by new committee elections.
820 C. Committee members have the power to remove chairpersons as well
821 as elect chairpersons.
822 D. The committee chairpersons shall keep a list of all members on their
823 committees, and one copy of this list shall be sent to the UTLA Secretaries office.

824 Section 6. - Reports:

- 825 A. All committees shall submit progress reports to the Board of Directors and
826 also a budget request and annual report prior to June 1st.
827

828
829
830
831

ARTICLE IX- INITIATIVE & REFERENDUM

832 Section 1. Definitions

- 833 A. Initiative shall be defined as a proposal for action or policy initiated by the
834 membership.

- 835 B. Referendum shall be defined as a call for a member vote on an action of the
836 Board of Directors or House of Representatives.

837 Section 2 Petition process for Initiatives & Referendums shall be conducted in
838 the following manner (this process may be subject to restrictions under law in some
839 circumstances):

- 840 A. The member(s) who wish to initiate the proceeding will present to the
841 UTLA Secretary the proposed wording of a petition.

842 1. The Secretary may require amendments to the petition for
843 correct language, or conformance to UTLA Constitutional or legal requirements.

844 2. The Secretary will carry out this process in an expeditious
845 manner, and cannot unreasonably delay or deny the petition.

- 846 B. Upon the approval of the Petition language, the member(s) shall have
847 90 calendar days to collect 500 valid signatures via paper or electronic means and
848 present the signatures to the Secretary.

- 849 C. The Secretary shall have 10 working days from the date of presentation
850 to verify the validity of the signatures.

- 851 D. Upon verification of 500 valid signatures, the Secretary shall cause a
852 vote of the members to be held within 45 days.

853 1. The arguments for and against the action of the petition shall be
854 published to all members in an appropriate manner in UTLA communications and /or
855 publications.

856 E. Adoption Requirements

857 1. For an Initiative or Referendum, a majority of the votes cast shall decide
858 the issue.

859 **ARTICLE X- IMPEACHMENT**

860
861 Section 1. Impeachment shall be defined as the bringing of charges of
862 misconduct, breach of duty, violation of the Code of Conduct, or failure to perform,
863 against any elected Officer, Board member or member of the House of Representatives.

864 Section 2. The impeachment process may be initiated by a resolution of the
865 Board of Directors or The House of Representatives adopted by a 60% roll call vote, or
866 by petition of the members per Article IX.

867 Section 3. The Impeachment process shall be conducted according to the rules
868 and procedures in the Parliamentary Authority.

869 Section 4. The penalty(s) imposed may be: Censure, Removal from office, a ban
870 on holding elective office for a specific period, ban on holding elective office for life,
871 suspension of membership in UTLA for a specific period, permanent expulsion from the
872 membership of UTLA.

873 Section 5. The penalties that are imposed shall require the following:

874 a. Censure shall require a majority vote of the trial body.

875 b. Removal from office for a member of the House of Representatives
876 and/or a ban on serving as a House member for a specific time, a majority of the
877 voting body.

878 c. A ban on serving as a House Member for life, 2/3 vote of the trial body.

879 d. Removal as an elected officer and/or ban on serving as an officer for a
880 specific time (Pres, V.P. Sec. Treas.), a 2/3 vote of the seated House Members.

881 e. Ban on serving as an elected officer or member of the House of
882 Representatives for life, suspension from membership or exclusion from
883 membership in UTLA, a 75% vote of the seated members of the House of
884 Representatives.

885 **ARTICLE XI**
886 **REMOVAL FROM OFFICE**

887
888 Section 1. Removal shall be defined as the removal of an elected Officer, Board
889 member or member of the House of Representatives with or without cause.

890 Section 2. Cause shall be as defined in Cal. Corp. Code section 7221 (declared
891 of unsound mind, convicted of a felony, breach of duty (including breaching
892 confidentiality of an executive session), or failure to attend the required number of
893 meetings.

894 A. Removal for cause shall be automatic upon the declaration of unsound
895 mind, conviction of the felony, or failure to attend the last of the required meetings.

896 B. Removal for breach of duty shall require a trial procedure according to
897 the Parliamentary Authority, except that Area Steering Committee shall be able to
898 remove their own House of Representatives members by a 2/3 vote, and fill the vacancy
899 by a majority vote.

900 Section 3. Removal without cause shall include, but is not limited to, breach of
901 the Code of Conduct, actions which do or could cause harm to UTLA or to a person,
902 knowingly bearing false witness against a member, a pattern of disruptive or obstructive
903 behavior, or other statements or actions which are harmful to UTLA, a UTLA member,
904 UTLA governance process, or UTLA's relationship with other organizations or persons.

905 A. Removal under this section shall require a trial procedure according to
906 the Parliamentary Authority.

907

908

ARTICLE XII - CRISIS AND STRIKE FUND

909 The Board of Directors shall have the authority to create a crisis and strike fund,
910 use of the fund shall be approved by a majority vote of the House of Representatives.

911

912

913

ARTICLE XII – AMENDMENT

914 Section 1. Proposal: Any proposal to amend the UTLA constitution shall first be
915 referred to the Constitution Committee for review and necessary changes for language
916 conformity, consequential amendments, and any restrictions or prohibitions under law
917 (see Article VII).

918

919 Section 2. After review by the Constitution Committee, amendments to these
920 Bylaws may be proposed in any one of these 3 ways:

921 A. An affirmative vote of two-thirds (2/3) of the members of the Board of
922 Directors.

923 B. An affirmative vote of two-thirds (2/3) of those present at a meeting of the
924 House of Representatives.

925 C. A petition signed by at least one thousand (1000) verified UTLA members and
926 presented to the Secretary as per Article IX, Section 2.

927

928

Section 3. 1st Reading and Publicity:

929

A. After a proposed amendment of these Bylaws has been presented to the
930 House of Representatives, a copy thereof shall be sent to each House member.

931

B. The proposed amendment shall also be published in appropriate UTLA
932 member communications, print and electronic, with arguments pro and con.

933
934
935
936
937
938
939
940
941
942
943
944
945
946
947
948
949
950
951
952
953
954
955
956
957
958
959
960
961
962
963
964
965
966
967
968
969
970
971
972
973
974
975
976
977
978

Section 4. Area Discussion:

A. All Area Assemblies shall have an opportunity to discuss a pending amendment prior to the enacting vote, but failure by an area or areas to discuss the pending amendment shall not delay the enacting vote on its adoption.

B. Areas may endorse or reject the proposal but shall not add amendments altering the intent.

Section 5. 2nd Reading and Adoption:

A. Any amendment to these Bylaws may be adopted by an affirmative vote of two-thirds (2/3) of all members of the House of Representatives present at a meeting of the House at which the pending amendment is submitted for action, providing a quorum is present.

B. If an amendment to the proposal is offered at and approved by the House, and such amendment constitutes a substantive change, the draft should be returned to the areas for further deliberation. A majority vote of the House of Representatives shall be required to take this action.

C. The House of Representatives may, by a majority vote, submit the proposal to the full membership of UTLA.

Section 6. Effective Date: An amendment to these Bylaws shall become effective immediately upon its adoption, unless a proviso dictates a different time.

ARTICLE XIV - PARLIAMENTARY AUTHORITY

All meetings of the UTLA Board of Directors, House of Representatives, Areas, Committees and other deliberative bodies shall be governed by the current edition of Robert’s Rules of Order, Newly Revised, except where superseded by law, rules adopted by the body holding the meeting, or this Constitution.

#####

APPENDIX ONE

**STANDING POLICY COMMITTEES OF UTLA
As of 6/30/22**

- 1. African American Education
- 2. Arts Educators
- 3. Asian Pacific Education
- 4. Autonomous Schools
- 5. Bilingual Education
- 6. Capably Disabled

- 979 7. Charter School
- 980 8. Early Childhood Education
- 981 9. Gay and Lesbian Issues
- 982 10. Health and Human Services
- 983 11. Human Rights
- 984 12. Library Professionals
- 985 13. Music Education
- 986 14. National Board Certified Teachers
- 987 15. PACE
- 988 16. Pre-Retirement Issues
- 989 17. Professional Rights & Responsibilities
- 990 18. Raza Education
- 991 19. School Community Relations
- 992 20. Secondary Counselors
- 993 21. Special Education
- 994 22. Substitutes
- 995 23. Women's Education

**APPENDIX TWO
NORTH AREA**

1001 Bancroft MS, Cheremoya ES, Hollywood HS, Rosewood ES, Valley View ES, West Hollywood ES,
 1002 Wonderland ES, Alexandria EEC, Alexandria ES, Bernstein, CDS Alonzo, Grant EEC, Grant ES, Harvard ES,
 1003 Hollywood PC, Le Conte MS, STEM@Bernstein, Van Ness ES, 3rd St ES, Ambassador School of Global Ed,
 1004 Ambassador School of Global Leadership, Cahuenga ,ES, Hobart Blvd EEC, Hobart Blvd ES, Kim ES, LA
 1005 High School of the Arts, Mariposa-Nabi PC, New Open World Academy, School of Visual Arts and
 1006 Humanities, UCLA Community School, Wilshire Park ES, Young Oak Kim Academy, Commonwealth ES,
 1007 Del Olmo ES, Lafayette Park PC, Lake St PC, Sammy Lee Medical Magnet ES, Union Ave ES, Virgil MS,
 1008 Dayton Heights EEC, Dayton Heights ES, King MS, Kingsley ES, Lexington Ave PC, Lockwood ES, Los Feliz
 1009 ES, Micheltorena ES, Ramona ES, 10th St ES, Cruz EEC, Esperanza ES, Hoover St ES, MacArthur Park PC,
 1010 Magnolia ES, Olympic PC, Politi ES, White ES, Academic Leadership Community, Belmont HS, Castro MS,
 1011 Contreras LC Business Tourism, Contreras LC Social Justice, Cortines HS, Downtown Magnets HS, Evans
 1012 CAS, Gratts EEC, Gratts ES, LA Global Studies @ Contreras LC, Newmark HS, Roybal, Castelar EEC,
 1013 Castelar ES, Clifford ES, Elysian Heights ES, Logan Span School, Logan St EEC, Mayberry ES, McAlister HS,
 1014 Plasencia ES, Rosemont EEC, Rosemont ES, Solano Ave ES, Allesandro ES, Atwater ES, Fletcher Dr ES,
 1015 Franklin Ave ES, Glenfeliz EEC, Glenfeliz ES, Irving MS, Ivanhoe ES, Marshall HS, Sonia Sotomayor
 1016 Arts/Sciences Magnet, Albion EEC, Albion ES, Ann St ES, Aragon ES, Arroyo Seco, Dorris Place ES, Glassell
 1017 Park EEC, Glassell Park ES, Mount Washington ES, Nightingale MS, Buchanan ES, Dahlia Heights ES,
 1018 Delevan Dr ES, Eagle Rock ES, Eagle Rock HS, Rockdale ES, Toland Way ES, Aldama ES, Annandale ES,
 1019 Burbank MS, Franklin HS, Garvanza ES, Highland Park HS, Meridian EEC, Monte Vista EEC, Monte Vista
 1020 ES, Riordan PC, San Pascual ES, Yorkdale ES, Beaudry Building, Central HS, City of Angels, Elementary
 1021 CDS, Parent Community Student Services, Secondary CDS, Arts and Entertainment VA, Substitute Central
 1022 Calling Area 2.

SOUTH AREA

1023

1024 59th St ES, 95th St ES, Bakewell PC, Barrett ES, Holmes Ave ES, La Salle ES, Manchester ES, Manhattan
1025 ES, Miller ES, YES Academy ES, 75th Street ES, 93rd St ES, Gil Garcetti Learning Academy, Knox ES,
1026 McKinley ES, Miramonte ES, Moore M-S-T Academy, Parmalee ES, Raymond Ave ES, South Park ES, 107th
1027 St ES, 92nd St ES, 99th St ES, Baca Arts Academy, Compton ES, Graham ES, Grape ES, Russell ES, Wisdom
1028 ES, 109th St ES, 112th St ES, 96th St ES, Flournoy ES, Griffith Joyner ES, Ritter ES, Washington PC,
1029 Weigand ES, 102nd St EEC, 112th St EEC, 75th Street EEC, 95th St EEC, 97th St EEC, Christa McAuliffe
1030 EEC, Graham EEC, Holmes Ave EEC, Hyde Park EEC, Locke EEC, Mikes EEC, Miles EEC, Miramonte EEC,
1031 State St EEC, Elizabeth LC, Florence ES, Lillian ES, Middleton ES, Middleton PC, Ochoa LC, Pacific Blvd
1032 School, San Antonio ES, State St ES, Walnut Park ES, Bryson ES, Corona ES, Hope ES, Independence ES,
1033 Liberty ES, Madison ES, Montara ES, San Gabriel ES, San Miguel ES, Willow ES, Escutia PC, Fishburn ES,
1034 Hughes ES, Huntington Park ES, Maywood ES, Nueva Vista ES, Park Ave ES, Stanford PC, Tweedy ES,
1035 Victoria ES, Escalante ES, Heliotrope ES, Loma Vista ES, Miles ES, Orchard Academy MS 2C, Orchard Arts
1036 and Media Academy MS, Roybal-Allard ES, Stanford ES, Walnut Park MS STEM, Woodlawn ES, Bradley
1037 EEC, CDS Johnson, Drew MS, Drew UP Public Service Acad HS, Ellington HS, Gage MS, Harte Prep MS,
1038 Mann MS, Markham MS, Nimitz MS, Slawson Occupational Center, South Gate MS, Southeast MS,
1039 Walnut Park MS, Communication and Technology @ Rivera, Dymally HS, Green Design @ Rivera,
1040 Huntington Park HS, International LC, Jordan HS, King-Drew Medical Magnet, Legacy HS VAPA,
1041 Performing Arts @ Rivera, Public Service Community HS @ Rivera, Boys Academic LA, Fremont HS,
1042 Fremont HS Math-Sci Magnet, MACES, Maywood Academy HS, Riley HS, South Gate HS, Southeast HS,
1043 Washington Prep HS, Waters Emp Prep, Bell HS, Hope HS, Legacy HS STEAM, Marquez HS HPIAM,
1044 Marquez HS Libra Academy, Marquez HS Social Justice, Middle College HS, Odyssey HS, Rodia HS, San
1045 Antonio HS, Business and Entrepreneurship VA, Substitute South Calling Area 2.

1046

1047

EAST AREA

1048 Bushnell Way ES, El Sereno EEC, El Sereno ES, El Sereno MS, Farmdale ES, Sierra Park ES, Sierra Vista ES,
1049 City Terrace ES, East LA Occ Center, Kennedy ES, Local District East, Substitute Central Calling Area 3,
1050 Bravo Medical Magnet, Gates EEC, Gates ES, Glen Alta ES, Griffin ES, Hillside ES, Murchison EEC,
1051 Murchison ES, Huntington Drive ES, Latona ES, Lincoln HS, Loreto St ES, Multnomah ES, Pueblo HS,
1052 Wilson HS, East LA Performing Arts Magnet @ Torres, East LA Renaissance Academy @ Torres,
1053 Engineering and Technology Academy @ Torres, Humanitas Academy of Art and Technology @ Torres,
1054 Social Justice Leadership Academy @ Torres, Anton EEC, Anton ES, Belvedere ES, Belvedere MS,
1055 Evergreen EEC, Evergreen ES, Harrison ES, Malabar ES, Brooklyn Ave ES, Brooklyn EEC, Garfield HS,
1056 Griffith MS, Hamasaki ES, Lane ES, Perez Special Ed Center, 4th St ES, 4th St Primary Center, 4th Street
1057 EEC, Ford Blvd ES, Humphreys ES, Marianna ES, Monterey HS, 1st St ES, 2nd St ES, Breed ES, Bridge St ES,
1058 Chavez ES, Sheridan St ES, Boyle Heights HS, Boyle Heights STEM, Hollenbeck MS, Mendez LC, Roosevelt
1059 HS, Roosevelt HS Magnet, Utah St, 9th St ES, Amanecer PC, Dena ES, Garza PC, Lorena ES, Solis Learning
1060 Academy, Sunrise ES, Dacotah EEC, Eastman EEC, Eastman ES, Euclid ES, Ramona HS, Rowan ES, Soto ES,
1061 Stevenson MS College & Career Prep.

1062

WEST AREA

1063 36th St EEC, 42nd St ES, 54th St ES, 74th St ES, Angeles Mesa ES, Audubon MS, Bradley Magnet, Bright
1064 ES, Crenshaw HS, Hillcrest ES, Marlton, Windsor Magnet, Young HS, 24th St EEC, 24th St ES, 6th Ave ES,
1065 Baldwin Hills ES, Cienega ES, Coliseum ES, Dorsey HS, Mid-City Magnet, View Park Continuation HS,
1066 Virginia ES, Widney HS, Alta Loma ES, Arlington Heights ES, Carson-Gore, Cochran MS, GALA, Los Angeles
1067 HS, Los Angeles Tech Center, Pio Pico, Queen Anne ES, Wilshire Crest ES, Wilton PI EEC, Wilton PI ES,

1068 Burroughs MS, CDS West Hollywood, Fairfax HS, Gardner St ES, Hancock Park ES, Laurel EEC, Laurel ES,
1069 Melrose ES, Vine St EEC, Vine St ES, Whitman HS, Canfield ES, Carthay Center ES, Crescent Heights EEC,
1070 Crescent Heights ES, LACES, Marvin EEC, Marvin ES, Saturn ES, Shenandoah EEC, Shenandoah ES, Castle
1071 Heights ES, Charnock Rd ES, Cheviot Hills HS, Clover ES, Hamilton HS, Local District West, Overland ES,
1072 Palms ES, Palms MS, Richland ES, Webster MS, Brockton ES, Community Magnet, Emerson MS, Fairburn
1073 ES, Roscomare ES, Sterry ES, University HS, Warner ES, Westwood ES, Brentwood Science Magnet,
1074 Canyon ES, Kenter Canyon ES, Marquez ES, Pacific Palisades ES, Palisades Charter HS, Revere MS,
1075 Topanga ES, Beethoven ES, Broadway ES, Coeur D'Alene ES, Mar Vista ES, Mark Twain MS, Phoenix HS,
1076 Venice HS, Venice Skills Center, Walgrove ES, Westminster EEC, Westminster ES, Westside Leadership
1077 Magnet, Braddock ES, Grand View ES, Marina Del Rey MS, Marina EEC, McBride Special Ed Center, Playa
1078 Del Rey ES, Playa Vista ES, Short ES, Stoner ES, Cowan ES, Katherine Johnson STEM Academy, Kentwood
1079 ES, Loyola Village ES, Open Charter Magnet, Paseo Del Rey, Westchester HS, Westport Heights ES,
1080 Wright MS, Substitute Central Calling Area 1.

1081

1082

CENTRAL AREA

1083 Ascot ES, Carver MS, Hooper ES, Hooper New PC, Jefferson HS, Metro HS, Nava College Prep Academy,
1084 Nava MS Business and Tech, Nevin ES, Sally Ride ES, Vernon City ES, Wadsworth ES, 52nd St ES, 61st St
1085 ES, Barack Obama Global Prep, Budlong ES, Gerald Lawson Academy ES, Hawkins Community SH, Muir
1086 MS, Western Tech, 20th St ES, 28th St ES, Accelerated, Early College Academy @ Trade Tech, Estrella ES,
1087 Harmony ES, Huerta ES, Jones ES, Kahlo HS, Lizarraga ES, Maple PC, San Pedro ES, Santee HS, Trinity ES,
1088 West Vernon ES, 32nd St-USC, Alexander Science Center, Foshay, Jones PC, King Jr ES, LAUSD-USC Media
1089 Arts-Engineering Magnet, Mack ES, Manual Arts HS, Marguerite Lamotte ES, Menlo ES, Normandie ES,
1090 Weemes ES, Adams MS, Berendo MS, Clinton MS, Liechty MS, Los Angeles ES, Norwood ES, Orthopaedic
1091 Magnet, Vermont ES, West Adams Prep HS, 49th St ES, 66th St ES, Aurora ES, Bethune MS, Edison MS,
1092 Los Angeles Academy MS, Main St ES, Maya Angelou Community HS, Youth Opportunities Unlimited,
1093 28th St EEC, 37th St EEC, 52nd St EEC, 66th St EEC, Estrella EEC, Friedman Occ Center, Global Education
1094 Academy, Hooper EEC, Lanterman HS, Normandie EEC, Parks-Huerta EEC, Roberti EEC, Salvin Special Ed
1095 Center, Trinity EEC, Wadsworth EEC, Leadership and Public Service VA, Substitute South Calling Area 3,
1096 Tri-City CDS.

1097

1098

VALLEY EAST AREA

1099 Dyer ES, El Dorado ES, Herrick ES, Olive Vista MS, Osceola ES, Sylmar Biotech Health Academy, Sylmar
1100 ES, Sylmar Leadership Academy, Cesar Chavez ARTES, Cesar Chavez ASE, Cesar Chavez SJ Hum Acad,
1101 Cesar Chavez Teacher Prep, Evergreen HS, Gridley ES, Harding ES, Hubbard ES, Sylmar HS, Vista Del Valle
1102 Dual Language, Mission HS, Morningside ES, North Valley Occ Center, O'Melveny ES, San Fernando EEC,
1103 San Fernando ES, San Fernando HS, San Fernando Institute of Applied Media, San Fernando MS,
1104 Brainard ES, Broadous EEC, Broadous ES, Coughlin ES, Maclay MS, Vaughn EEC, Arleta HS, Beachy ES,
1105 Canterbury ES, Liggett ES, Vena ES, Haddon EEC, Haddon ES, Montague St School, Pacoima Charter ES,
1106 Pacoima EEC, Pacoima MS, Sharp ES, Telfair EEC, Telfair ES, Apperson ES, Mount Gleason MS, Mountain
1107 View ES, Mt Lukens HS, Pinewood EEC, Pinewood ES, Plainview ES, Sunland ES, Verdugo Hills HS, Carlson
1108 Hospital Citywide, Fernangeles ES, International Studies and World Languages VA, Stonehurst ES,
1109 Vinedale ES, VOCES, Burke HS, Cardenas ES, Fulton College Prep, Hazeltine ES, Local District Northeast,
1110 Panorama HS, Ranchito ES, Valerio ES, Byrd MS, Lewis HS, Lowman Special Ed Center, Madison MS,

1111 Polytechnic HS, Polytechnic HS Math-Sci Magnet, Saticoy ES, Strathern ES, Arminta EEC, Arminta ES,
1112 Camellia ES, Glenwood ES, Korenstein ES, Roscoe ES, Sun Valley MS, Chandler ES, Columbus Ave ES,
1113 Rogers HS, Sylvan Park EEC, Sylvan Park ES, Van Nuys ES, Van Nuys HS, Van Nuys MS, Van Nuys MS
1114 STEAM Magnet, CDS London, Coldwater Canyon ES, Erwin ES, Grant HS, Kittridge ES, London HS, Monlux
1115 ES, Bellingham PC, Burbank ES, Fair EEC, Fair ES, Romer MS, Victory ES, Dixie Canyon ES, Kester ES,
1116 Millikan MS, Riverside ES, Sherman Oaks ES, Carpenter ES, Colfax ES, Earhart HS, North Hollywood HS,
1117 North Hollywood HS HG Magnet, North Hollywood Zoo Magnet, Reed MS, Rio Vista ES, East Valley HS,
1118 Lankershim ES, Oxnard ES, Science Academy G/HG STEM Magnet, Sendak ES, Toluca Lake EEC, Toluca
1119 Lake ES, Substitute North Calling Area 2, Substitute North Calling Area 4.

1120

1121

1122

VALLEY WEST AREA

1123 Anatola ES, Balboa Magnet, Bassett ES, Birmingham Charter HS, Encino ES, Gault ES, Lemay EEC, Lemay
1124 ES, Mulholland MS, Pearl Magnet, Canoga Park EEC, Canoga Park ES, Canoga Park HS, Capistrano ES,
1125 Columbus MS, Fullbright ES, Hart St ES, Owensmouth HS, Sunny Brae ES, CDS Aggeler, Chatsworth HS,
1126 Chatsworth Park ES, Germain ES, Lawrence MS, Nevada ES, Stoney Point HS, Superior ES, Winnetka ES,
1127 Blythe ES, Cantara ES, Cleveland EEC, Cleveland HS, Limerick ES, Lorne ES, Melvin ES, Miller CTC, Napa
1128 ES, Northridge EEC, Northridge MS, Stagg ES, Wooden HS, El Camino Real Charter HS, Enadia ES, Hale
1129 MS, Hamlin ES, Haynes ES, Justice ES, Lockhurst ES, Pomelo ES, Welby Way ES, Woodlake ES, Beckford
1130 ES, Calabash ES, Darby ES, Granada ES, Granada Hills HS, Henry MS, Topeka Dr, Tulsa ES, Addams HS,
1131 Castlebay Ln ES, Danube ES, El Oro ES, Frost MS, Haskell ES, JFK HS, Knollwood ES, Porter Ranch School,
1132 Van Gogh ES, Alta California ES, Burton ES, Chase EEC, Chase ES, Einstein HS, Michelle Obama ES,
1133 Monroe HS, Noble EEC, Noble ES, Panorama City ES, Primary Academy, Rosa Parks LC, Sepulveda MS,
1134 Vista MS, Bertrand ES, Calahan ES, Dearborn ES, Gledhill EEC, Gledhill ES, Holmes MS, Langdon ES, Nobel
1135 MS, Northridge Academy HS, Parthenia ES, Plummer ES, Santana Arts Academy, Cohasset ES, Garden
1136 Grove ES, Grey HS, Leichman Special Ed Center, Lokrantz Special Ed Center, Mosk ES, Newcastle ES,
1137 Reseda ES, Reseda HS, Shirley ES, Sutter MS, Center for Enriched Studies, Emelita ES, Independence HS,
1138 Nestle Ave ES, Portola MS, Portola MS Magnet, SOCES, Tarzana ES, Valley Academy, Van Alden EEC, Van
1139 Alden ES, Calvert ES, Hesby Oaks School, Ivy Academia, Lanai ES, Serrania ES, Taft HS, Thoreau HS,
1140 Wilbur ES, Woodland Hills Academy, Woodland Hills ES, Andasol ES, Lassen ES, Mayall ES, Porter MS, San
1141 Jose ES, Valley Alternative Magnet, Vintage Magnet, Local District Northwest, Special Ed Service Center
1142 North, West Valley Occ Center, STEAM VA, Substitute North Calling Area 1, Substitute North Calling Area
1143 3.

1144

HARBOR AREA

1145 15th St ES, Angel's Gate HS, Dana MS, Leland ES, Point Fermin ES, San Pedro HS, South Shores Magnet,
1146 White Point ES, 7th St ES, Bandini ES, Barton Hill ES, Cabrillo EEC, Cabrillo ES, CDS William Johnston,
1147 Crestwood ES, Dodson MS, Harbor Occ Center, Park Western EEC, Park Western ES, Taper ES, Willenberg
1148 Special Ed Center, Avalon HS, Banning HS, Broad Ave ES, De La Torre Jr ES, Fries ES, Gulf ES, Harbor
1149 Teacher Prep, Harry Bridges Span School, Hawaiian EEC, Hawaiian ES, Wilmington EEC, Wilmington MS,
1150 Wilmington Park ES, Eshelman ES, Fleming MS, Harbor City ES, HARTS Academy of LA, Lomita Magnet,
1151 Narbonne HS, Normont EEC, Normont ES, Patton HS, President ES, 232nd Pl ES, Bonita ES, Carnegie MS,
1152 Caroldale, Carson Academy of Education and Empowerment, Carson ES, Carson HS, Carson Medical
1153 Academy HS, Catskill ES, Dolores EEC, Dolores ES, Eagle Tree HS, Halldale ES, Meyler ES, Rancho

1154 Dominguez Prep, Van Deene ES, White MS, Ambler ES, Ambler ES Gifted Magnet, Annalee ES,
1155 Broadacres ES, Curtiss MS, Del Amo ES, Dominguez ES, Leapwood ES, Local District South, Towne ES,
1156 135th St ES, 156th St ES, Amestoy ES, Center Advanced Transition, Chapman ES, Denker ES, Gardena
1157 EEC, Gardena ES, Gardena HS, Moneta HS, Peary MS, 186th St ES, Century Park ES, Cimarron ES,
1158 Figueroa ES, Purche ES, West Athens ES, Woodcrest ES, 116th St ES, 118th St ES, 122nd St ES, 153rd St
1159 ES, Avalon Gardens ES, Banneker Special Ed Center, Gompers MS, Gompers UP Medical Magnet HS,
1160 Computer Science VA, Substitute South Calling Area 1.

1161
1162
1163
1164
1165

APPENDIX THREE

AGREEMENT FOR PERMANENT CONTINUATION OF UNITED TEACHERS — LOS

1166 **ANGELES BETWEEN UTLA, AFT, CFT, UTLA LOCAL 1021, and UTLA/NEA.**

1167

PROVISIONS OF THIS AGREEMENT SHALL BE MAINTAINED UNLESS THERE IS MUTUAL 1168 AGREEMENT OF ALL PARTIES ON FUTURE CHANGES.

1169

1170

1171 1. Assurance shall be given by all parties that no organizational rivalries shall take place between
1172 the AFT & NEA affiliates in Los Angeles.

1173 2. Changes in the UTLA/NEA and/or UTLA Local 1021 governance structures shall be made only
1174 with prior consultation and agreement by UTLA through its governance structure.

1175 3. UTLA/NEA and AFT Local 1021 shall confine their policy decisions to affiliation business such
1176 as election of delegates and representatives to affiliate conventions and meetings, directions to
1177 delegates to conventions, affiliation financial arrangements, and the maintenance of communications
1178 and relationships with CTA/NEA on the part of UTLA/NEA and CFT/AFT/AFL-CIO on the part of AFT Local
1179 1021.

1180 4. UTLA/NEA and UTLA Local 1021 shall be affiliates of UTLA and shall be bound by all provisions
1181 of the UTLA Constitution which shall be the supreme governing instrument of both UTLA/NEA and UTLA
1182 Local 1021.

1183 5. UTLA shall maintain common and identical dues for all members regardless of their affiliation
1184 with either UTLA/NEA (NEA/CTA) or UTLA Local 1021 (CFT/AFT, AFL-CIO).

1185 6. UTLA shall employ and control all staff, salaries, and direction through UTLA policy bodies
1186 (UTLA Board of Directors, UTLA House of Representatives, UTLA membership votes).

1187 7. The UTLA governance structure shall control all matters of UTLA policy including elections,
1188 policies, directions to staff and officers, finances, political actions, and all other matters generally
1189 controlled by the governing bodies of any organizational entity.

1190 In order to provide for the above agreement, the following shall occur:

- 1191 1. Dues submitted to NEA and AFT shall be identical for each UTLA member and
1192 rebates or other arrangements shall be made through the affiliate group (UTLA/NEA and UTLA Local
1193 1021).
- 1194 2. Dues submitted to CFT and CTA shall be identical for each UTLA member and
1195 rebates or other arrangements shall be made through the affiliated groups (UTLA/NEA and UTLA Local
1196 1021).
- 1197 3. UTLA shall maintain budgetary control of all dues and may, through its governance
1198 bodies, remit sums of money for UTLA/NEA and UTLA Local 1021. Such dues shall be identical and based
1199 on per capita membership by affiliation.
- 1200 4. The UTLA Board of Directors and the UTLA House of Representatives and UTLA
1201 membership shall maintain control of the direction of all staff members and all employment agreements
1202 though it is agreed that some staff members may be funded by one or another of the state and national
1203 affiliates. In all instances where staff employment is involved with funding by any state or national
1204 affiliates, parity funding on a per capita basis shall be maintained by the counterpart affiliate. All such
1205 arrangements shall finally be approved by the UTLA governance structures.
- 1206 5. The UTLA constitution shall be amended to provide that the presiding officers of
1207 UTLA/NEA and UTLA Local 1021 shall be elected by their affiliate members in a secret ballot election.
1208 This change and those elections shall take place at a time determined by the UTLA governing bodies but,
1209 in any case, no later than the next scheduled UTLA election.
- 1210 6. UTLA shall maintain all membership records, lists, mailing lists, financial records,
1211 affiliation membership records, records and lists of building representatives, committees, governance
1212 bodies and all other organizational material. All of these materials shall be available to either/or
1213 UTLA/NEA or UTLA Local 1021 by action and
1214 approval of the UTLA governance structure and by no other means.
- 1215 7. UTLA Local 1021 and UTLA/NEA may present materials, documents and publications
1216 to their respective affiliated members in Los Angeles, only with the prior approval of the UTLA in
1217 accordance with its governance structure.
- 1218 8. UTLA officers and spokespersons shall be the only spokespersons for UTLA,
1219 UTLA/NEA and UTLA Local 1021. In the case of relationships with the NEA/CTA and AFT/CFT, AFL-CIO,
1220 UTLA/NEA and UTLA, Local 1021 shall be represented in all matters by their respective presiding officers
1221 or their designees.
- 1222 9. The UTLA Constitution shall be amended to include a provision barring any action or
1223 election to create an exclusive affiliation with either AFT or NEA, unless such action or election is voted
1224 on by the entire UTLA membership requiring a 3/4 majority of the total membership for adoption.
- 1225 10. The UTLA Constitution shall be amended to include a provision that in the event of
1226 an action or election for an exclusive affiliation with either AFT or NEA, an impartial third party, such as
1227 the American Arbitration Association, shall conduct the election and shall provide for a fair and impartial
1228 distribution of all election materials to UTLA members. No materials will be distributed by UTLA other
1229 than those approved by the impartial third party.

1230 11. UTLA/NEA and UTLA Local 1021 shall not implement their respective governance
1231 structures until both groups have adopted bylaws or constitutions or rules of procedure.

1232 This shall be accomplished with the 1976-77 school year.

1233 12. All sections of this Agreement shall be implemented no later than the end of the
1234 1976-77 school year.

1235 13. Should any party to this Agreement disagree as to the interpretation or application
1236 of any provision of this Agreement, any party may submit the issue or issues to arbitration. The
1237 arbitration shall be conducted in accordance with the Commercial Arbitration Rules of the American
1238 Arbitration Association or by the selection of an arbitrator by mutual agreement of the parties. Notice of
1239 demand for arbitration shall be served by the demanding party on each other party. The demand shall
1240 be in writing. In the event the arbitrator finds a violation of the Agreement, then the arbitrator shall
1241 have the

1242 authority to award any appropriate relief including money damages. The decision of the
1243 arbitrator shall be final and binding.

1244 14. The UTLA/NEA Articles of Incorporation and Bylaws shall be amended to provide
1245 that UTLA/NEA shall be affiliated with UTLA and each member of UTLA/NEA shall be a member of UTLA.

1246

1247 This Agreement is entered into this 21st day of April, 1976.

1248