

UTLA GOALS FOR 2023 - 2024

UNITED TEACHERS LOS ANGELES

Our historic contract campaign and the power of our 3-day solidarity strike with SEIU puts us in a position to implement, defend, and expand on our contract victories and lay the groundwork for further progress.

UTLA's elected leadership has identified five priorities for our work this year as chapter leaders chart the course of our union.

1. Secure Our Healthcare Through the Multi-Union Health Benefits Negotiations

The current agreement on the total funding for healthcare expires on December 31, 2023, and negotiations have begun.

Current projections indicated that if LAUSD's contribution to the healthcare fund and the healthcare fund reserve are not significantly increased, there will be a budget shortfall by the second year of a new agreement, in which case LAUSD could unilaterally deduct premium contributions from employee paychecks and require retirees to make premium contributions.

Demands of the 8 LAUSD Unions:

1. A three-year agreement covering 2024-2026.
2. An increase in LAUSD funding to fully cover premium costs, without employee or retiree contributions.
3. An increase in LAUSD funding for the healthcare fund reserve to ensure that active employees and retirees won't have to make premium contributions if overall costs unexpectedly surpass the negotiated funding amount.

We must be prepared for a full-scale mobilization if negotiations break down in the lead-up to the December 31, 2023, expiration.

2. Build on Our Common Good Wins

The housing crisis, climate change, and the lack of support for immigrant families are destabilizing Los Angeles. Our contract wins provide a path for building a more fair, equitable city and bringing more families into LAUSD. We will hold LAUSD accountable to what they agreed to in our MOUs on Housing, Healthy Green Public Schools, and Immigrant Student Support, including identifying unused LAUSD property for conversion to affordable housing, support for students and families facing housing insecurity and immigration issues, and proactive steps to mitigate the climate crisis through both education and implementation of green programs on its 6,400 acres of land and buildings.

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3. Enforce Our Contract Wins

Our contract campaign resulted in significant wins on virtually all of our contract demands, from staffing to class size and more. It will take all of us to hold the district accountable for fully implementing the new contract.

This will include:

- Chapter Chair training and member education
- Proactive enforcement at the school site and district-wide levels
- Full implementation of the Black Student Achievement Plan and Community School agreements

4. Defend Our Communities and Public Education

Ahead of the 2024 elections, we expect the far right to mobilize voters via attacks on public education curriculum that supports students and recognizes their diversity and history. Attacks on ethnic studies and LGBTQIA+ curriculum hurt our school communities and serve to undermine public education. In the face of increasing attacks on LGBTQIA+ educators, students, and curriculum that recognizes our diverse communities — like what we saw at Saticoy Elementary School in June — our schools must be both sanctuaries for educators, students, and families and actively recognize diverse identities.

We will support LGBTQIA+ educators and students, respond collectively to homophobic and transphobic attacks, and be ready to respond if the right-wing targets any other community in LAUSD.

5. Win on Priorities in the 2024 School Board Elections

With four LAUSD seats (BDs 1, 3, 5, 7) up for election in 2024, we have the opportunity to shape the terrain for all of our work going forward. Winning will require organizing educators from every UTLA area to knock on voter doors and secure votes. It doesn't matter what board district you live in or work in, because every school board member votes, and every school board vote can have an impact on your life.