

# VICTORY ON HEALTHCARE

For over a decade, our union has successfully fought, in solidarity with the other unions of LAUSD, to keep fully paid healthcare for all employees, employees' families, and eligible retirees.

After near 100% participation in our 2019 and 2023 strikes, the district knew we meant it when we said we would fight back against any attempt to cut our health insurance.

**UTLA and the other LAUSD employee unions stayed united in healthcare negotiations – and the district folded.**

We won a tentative agreement that maintains our healthcare, preserves our say in our coverage, and promotes equity.

## What the district tried to impose:

- Cut the voting makeup of the Health Benefits Committee from 9 votes (1 per each of the 8 unions of LAUSD and 1 for the district) to 2 votes (1 for all the unions and 1 for the district)
- A system where it would have been easier for the district to cut costs with low quality plans and require premium contributions from employees and retirees
- A one-year agreement where we would have been back at the table right away

## What we won:

- **Preservation of the union-majority Health Benefits Committee** – 1 vote for each of the 8 unions and 1 vote for LAUSD – which has been critical to securing the best plans for union members and retirees at a sustainable cost
- **Maintenance of fully paid healthcare** for employees, employees' families, and retirees
- **A two-year agreement**
- **Equity language to explore potential improvements** around gender affirmation care, mental health care, and overall wellness

