

PICKET ORGANIZING GUIDE



September 16 School-Site Picketing

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CHAPTER/FACULTY MEETING ANNOUNCEMENT

Hi _____. I am (introduce yourself, your role in UTLA). UTLA is still at the bargaining table with LAUSD officials, who are claiming that they don't have enough money to fund UTLA contract demands around salary, targeted smaller class sizes, and other demands for our students.

Do you remember how much money in reserves LAUSD had when we went on strike in 2019?

(Wait for answer). That's right, there was \$1.9 billion in reserves in 2018-2019 and they were claiming they were broke.

Now there is \$4.9 billion in LAUSD reserves!

UTLA is demanding that LAUSD use that money to give us fair salaries, provide more student support, and fund real protections and resources for immigrant students.

The next step to forcing LAUSD to give us what we want is to have a supermajority of UTLA members engaging in school site pickets on Tuesday, September 16.

ASK: Will you sign up and commit to showing up to our UTLA chapter school site picket on Tuesday, September 16 at (TIME/LOCATION)? Here are the sign-up sheets.

One last thing: What do you think LAUSD will say when they hear we are signing up to organize a school site picket? The administration/LAUSD will say that they don't have any money, and that the union is being selfish in these challenging times. They will use FUD – Fear, Uncertainty, and Doubt – like they did in 2018 and 2023. Remember that you went on strike during Trump's first term with LAUSD having \$1.9 billion, and we know how to spot FUD.

There is enough money in LAUSD to fund protections for immigrant students, cover all the student and staff support we are asking for, and to fix the salary scale.

(Take questions, comments)

PICKET CHECKLIST



Prepare for a successful morning of picketing on September 16 to demonstrate our unity in the struggle for every element of the Win Our Future contract campaign.

BEFORE PICKET DAY

- Meet with your Chapter Action Team (CAT) to make sure they are prepared to talk to their assigned co-workers and keep track of commitments on the “I’ll Be There” sign-up sheet.
- Hold a chapter meeting immediately to organize before the picket.
- Recruit volunteers to a chapter picket committee:
 - Communications Coordinator to set up a text tree/text blast and email tree/email blast for this week, the day before, and the morning of September 16 to remind your entire chapter and participating parents about the morning picket.
 - Picket Captains to lead chants and marching.
 - Leafleters to hand out the action leaflet to parents and others passing by, if you have remaining flyers from the week of September 8.
 - Interpreters to interpret the rally speaker messages as needed.
 - Photographer(s) to take photos of the picket line and members.
- Invite students (as appropriate), parents, and members of other unions to join at the school.
- Identify high-visibility locations that do not block entrances for the picket line at your school.
- Encourage co-workers and supporters to make and bring signs.
- Send out a reminder to all UTLA members with the final time and location of the picket. Remind them to wear red.

PICKET DAY: TUESDAY, SEPTEMBER 16

- Consider purchasing donuts and coffee or other refreshments (with chapter funds, if available).
- One hour before sign-in, Chapter Chair and committee arrive with materials:
 - Signs
 - Markers (sharpies are best)
 - Chant sheets and parent leaflets
- 45 minutes before sign-in, meet at the identified location outside the school, distribute chant sheets, and assign members to lead chants.
- At the end of picketing before school sign-in, gather folks to acknowledge their work, hold a unity clap, and pass it on to the parents/students if they choose to continue until school starts.

TIPS FOR PICKETING

- March in a circle
- Keep chants going and keep up high energy
- DO NOT block entrances or slow student drop-off

Report your school’s participation numbers immediately after picketing concludes



REPORT FORM

UTLA members have a right to picket and hand out leaflets. If you have any issues that you cannot resolve with the LAPD, school police, or administration, call your UTLA Area Representative.

ONE-ON-ONE TALKING POINTS



INTRO/WHY YOU ARE TALKING TO THEM

Hi ____. I am (introduce yourself, your role in UTLA). UTLA is still at the bargaining table with LAUSD officials, who are refusing to meet our UTLA contract demands around salary, targeted smaller class sizes, and other demands for our students. We are talking to as many co-workers as possible about how we can build enough power to win a new contract, fair raises, and additional supports for everyone over the next few years.

ISSUE ID/AGITATION

What do you think LAUSD should be doing with its resources, and what do you need to do your job well? There is \$4.9 billion in LAUSD reserves.

PLAN TO WIN

Alone, one educator has little power, but if every UTLA educator joins together, you'll have more strength to win. The first step to you winning (THEIR ISSUES FROM STEP 2) is sign up to attend the school site picket.

ASK

Are you ready to fight for (THE ISSUE THEY CARE ABOUT AND IDENTIFIED ABOVE) and sign up to attend the school site picket?

INNOCULATION

What do you think the school administration will say when they hear that we are signing up to organize a school site picket? The administration/LAUSD will say that they don't have any money, and that the union is being selfish in these challenging times. Why do you think the administration will respond in this way? Administration has no plan to push the state or federal government for more resources, and they expect us to stay silent instead of standing up for quality education and working conditions for our students and ourselves.

ASSIGNMENT

The first step was for you to sign up to attend the school site picket. The next step is to make sure your classroom neighbors/everyone in your grade level/department signs up to attend the school site picket so you can be strong enough to win on your issues. Can you talk to your classroom neighbors/anyone in your grade level/department? (CAT/Chapter leaders should set up a time to follow up with the member on their progress.)

CHAPTER MEETING TEMPLATE



DATE:

LOCATION:

TIME:

Purpose and Goals

- Share a bargaining update and discuss school site pickets.
- Review policies and procedures to protect our school community.
- Review concerns around identified school-site issues and determine next steps to improve them. (This can be ANY school-wide issue that is deeply and broadly felt by your coworkers.)

ACTIVITY	FACILIATOR/TIME	DETAILS
<p>Immigration Update</p>	<p>10 minutes (Name of Facilitator) Facilitation of the meeting is shared among CAT members</p>	<ul style="list-style-type: none"> • Share and review sanctuary policy • Review Chapter Protocols – what the chapter can do to prepare for potential action by immigration agents in or near school.
<p>Bargaining Update</p>	<p>10 minutes (Name of Facilitator)</p>	<ul style="list-style-type: none"> • Explain where LAUSD is in bargaining, review key proposals, and discuss LAUSD’s responses. • Use the bargaining flyer from the UTLA Area meeting and Chapter Talking Points as a guide.
<p>Morning Picket Discussion and Plan</p>	<p>20 minutes (Name of Facilitator)</p>	<ul style="list-style-type: none"> • Discuss why morning pickets are necessary to move forward in bargaining, • Share out plan for morning pickets (your CAT team should have a draft plan prepared prior to the meeting): <ul style="list-style-type: none"> ◦ Arrival Time: 7:30 am (example) ◦ Need someone to bring coffee ◦ Chant Leaders ◦ Share sign-up sheet during meeting. • Discuss a plan to sign up all of the UTLA chapter, including those not present at the meeting.
<p>Any Other Issue ID’d by Members Important to the Chapter</p>	<p>20 minutes (Name of Facilitator)</p>	<ul style="list-style-type: none"> • Add in bullet points relevant to the school-site issue.
<p>Closing</p>	<p>Remaining Meeting Minutes (Name of Facilitator)</p>	<ul style="list-style-type: none"> • What concerns should be addressed in our next meeting?

Pre-Chapter Meeting Work to Do

- Drive turnout to the meeting through the CAT and other communication tools.
- Distribute meeting facilitation among your CAT leaders.