

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

4 **REVISED April 30, 2025**

5 **PREAMBLE**

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

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

29 **ARTICLE I – AFFILIATION**

30

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

36 (NEA), The American Federation of Teachers (AFT), the California Teachers

37 Association (CTA), and the California Federations of Teachers (CFT), and

38 through those affiliations, with the AFL-CIO.

39

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

Section 4. Should one or another or any combination of the state and national organizations above withdraw from affiliation with UTLA, the House of Representatives, on recommendations from the Board of Directors, shall establish by two-thirds (2/3) vote of members voting, a new or different system of relationships, if necessary, with the remaining affiliated organizations.

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

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

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

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

ARTICLE II – MEMBERSHIP

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

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

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

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

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 those
101 paid by full-time elementary and secondary teachers under Article
102 II, Section 1(b)(1).

103
104 3. The dues for long-term substitutes shall be one- and one-half percent
105 of 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
109 four hours a day or less, and adult teachers whose sole assignment is in
110 the adult education division and who serve less than twelve- and one-half
111 hours per week, shall pay an amount equivalent to one-half the active
112 member's dues.

113
114 C. Privileges of Active Members

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

116 2. Eligibility for elective and appointive office.

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

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

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

122 D. Retired Members

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

126 2. Dues for UTLA-R members:

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

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

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

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

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

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

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

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

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
154 rendered conspicuous service to the public schools of Los Angeles or to
155 the cause of public education in general.

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

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

160
161 Section 3. Obligations of Active, Retired and Associate Members:

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

- 163 B. Active support of the stated purposes of the Constitution of UTLA.
164 C. Adherence to the UTLA code of professional ethics as established and
165 approved by the House of Representatives.
166

167 **ARTICLE III – OFFICERS**

168

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

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

176 Section 3. Term of Office:

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

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

183 Section 4. Qualifications:

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

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

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

190 D. No person who has been a member of UTLA staff or affiliate staff shall be
191 permitted to serve as an officer of UTLA until that person has been an employee
192 of the Board of Education for at least two (2) years prior to their taking office.
193

194 Section 5. Elections:

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

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

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

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

202 1. This shall be the only means of nominating a candidate.
203

204 Section 6. Powers and Duties:

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

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

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

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

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

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

218 6. To make reports of activities of and to the Board of Directors, the
219 House of Representatives, and the membership.

220 7. To serve as the official representative of UTLA.

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

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

225 10. To direct the planning of the meetings of the House of
226 Representatives and such other conferences and meetings as may be
227 sponsored by UTLA.

228 11. Supervise all UTLA communications, internal and external, and be the
229 editor in chief of the United Teacher

230 12. Other duties as assigned by the Board of Directors.

231
232 B. NEA and AFT Vice Presidents. The NEA and AFT Vice Presidents shall have
233 the following powers and duties:

234 1. To represent the President at as requested at meetings and
235 conferences sponsored by UTLA.

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

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

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

244 5. To serve on various committees pertaining to affiliate work of the

245 affiliate that the Vice President represents.

246 6. To perform such duties as are assigned by the Board of Directors or the
247 President.

248
249 C. Elementary and Secondary Vice Presidents: The Elementary and Secondary
250 Vice Presidents shall have the following powers and duties:

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

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

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

257 4. To perform such other duties as may properly pertain to the office of
258 Elementary or Secondary Vice President or as provided elsewhere in these
259 Bylaws or standing rules.

260
261 D. Treasurer: The Treasurer shall have the following powers and duties:

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

263 2. To exercise general supervision over the receipt and disbursement of
264 all funds of UTLA.

265 3. To serve as chairperson of the Budget and Finance Committee of the
266 Board of Directors.

267 4. To supervise the preparation of the annual budget and periodic
268 financial reports to members of the Board of Directors and House of
269 Representatives.

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

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

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

276
277 E. Secretary: The Secretary shall have the following powers and duties:

278 1. To keep adequate records of all proceedings of the House of
279 Representatives and Board of Directors.

280 2. To maintain an accurate roster of UTLA membership and an accurate
281 list of committees and personnel.

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

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

Section 7. Vacancies and Resignations of Officers:

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

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

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

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

ARTICLE IV – BOARD OF DIRECTORS

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

A. Seven (7) elected officers.

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

C. The Immediate Past President, if available.

D. 7 Directors from Special Categories:

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

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

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

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

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

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

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

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

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

Section 3. Nomination, Elections and Terms of Office:

- 327 1. The President shall, on expiration of their term as President, become the
328 Immediate Past President and serve one term on the Board of Directors as
329 Immediate Past President.
- 330 2. Nominations for Area and Special Category Directors shall be by presentation
331 of a signed statement declaring their intention to run.
- 332 3. The election process for all seats on the Board of Directors shall be as
333 described in the UTLA ELECTIONS MANUAL.

334

335 Section 4. Removal, Vacancies, and Resignations:

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

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

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

343 A. i. The death, resignation, retirement, removal, impeachment, or inability to
344 serve of any director, or

345 ii. If any director ceases to be a member of UTLA, or

346 iii. If any director ceases to be employed in active educational service
347 within the jurisdiction of the Area which they represent unless

348 a) Said director is mandatorily transferred from the Area which they
349 represent, in which case they will be allowed to serve the remainder of the term
350 to which they were elected or

351 b) Said director is appointed by UTLA pursuant to UTLA's Collective
352 Bargaining Agreement with LAUSD to fill a district-wide position provided for in
353 the Collective Bargaining Agreement, in which case that director may elect, as
354 of the time their appointment commences, to retain the Area designation they
355 had immediately prior to their appointment to the district-wide position for as
356 long as they remain in that district-wide position and continue to be re-elected
357 to represent that Area.

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

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

363 D. A removal for a serious breach of confidentiality from any Executive
364 Session of the Board of Directors or of any document designated as
365 confidential.

366 E. In the event vacancy occurs in the Area Directors, the Area Assembly
367 represented by the director to be replaced shall elect a successor who shall

serve for the remainder of the unexpired term of the predecessor after one month has elapsed and after announcement at a regular area meeting.

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

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

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

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

Section 5. Meetings:

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

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

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

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

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

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

Section 7. Proxy. Voting by Proxy is prohibited.

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

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

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

- C. To recommend to the House of Representatives the creation, modification, and discontinuance of such standing committees as it shall deem desirable.
- D. To appoint special committees as are deemed necessary. Such special committees shall be discontinued upon the discharge of their assignments.
- E. The exclusive power to determine procedures governing the administrative services and the publications of UTLA.
- F. The exclusive power to authorize the execution of contracts and other agreements necessary to the efficient conduct of the business of UTLA subject to the policy of the House of Representatives.
- G. To approve the budget and supervise receipts and expenditures, and set up proper procedures for the safekeeping and accounting of all funds of UTLA.
- H. To incur indebtedness in the name of UTLA as necessary for the operations of the Union.
- I. To recommend and to amend the Policies of UTLA subject to the approval of the House of Representatives.
- J. To exercise such other powers and to perform such other duties as may be prescribed elsewhere in these Bylaws.
- K. To establish district, cluster, or other organizational systems as may be necessary to serve the UTLA membership.
- L. To approve the annual financial audit for publication and distribution to the membership.
- M. To approve expenditures.

ARTICLE V – HOUSE OF REPRESENTATIVES

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

- A. All members of the Board of Directors.
- B. One (1) representative for each one hundred fifty (150) UTLA members to be apportioned amongst the Areas.
1. This ratio may be altered by a two-thirds (2/3) vote of the House of Representatives, such a new ratio to take effect with the beginning of the next 2-year session of the House of Representatives.
- C. All Chairpersons of Standing Policy Committees as listed in Appendix 1 of this Constitution
- D. Special Section Representatives
1. One (1) representative to represent itinerant teachers.
2. Two (2) representatives to represent adult education.
3. Two (2) representatives to represent early education teachers.
4. Two (2) representatives to represent school nurses.
5. One (1) representative to represent the occupational centers.
6. One (1) representative to represent the skill centers.

7. One (1) representative to represent the PSA Counselors.
8. Eight (8) representatives to represent the substitute teachers.
9. Two (2) representatives for counselors.
10. Two (2) representatives for special education.
11. Two (2) representatives for psychologists.
12. Two (2) representatives for UTLA-R plus one representative for every five hundred (500) members.
13. One (1) representative to represent psychiatric social workers.

Section 2. Election of Representatives:

A. Special Section representatives, with the exception of UTLA-R, shall be elected at a section meeting.

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; provided, however, that if any significant changes occur in the last 6 months of a member's term, no action need be taken. Further, if the House member has been appointed by UTLA pursuant to UTLA's Collective Bargaining Agreement with LAUSD to fill a district-wide position provided for in the Collective Bargaining Agreement, that House member may elect, as of the time their appointment commences, to retain the Area designation they had immediately prior to their appointment to the district-wide position for as long as they remain in that district-wide position and continue to be re-elected to represent that Area.

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

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

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

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

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

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

- C. To consider and act upon proposals affecting the welfare of the Los Angeles City School District submitted by officers, the Board of Directors, committees of UTLA, by other organizations, or by individual representatives.
- D. To suggest changes in the membership dues structure to the membership.
- E. To amend these Bylaws per Article XII.
- F. To vote in impeachment proceedings.
- G. To recommend to the members a position on initiative and referendum measures to be presented to the members.
- H. To establish and subsequently to modify the boundaries of the eight UTLA Areas.
- I. To promote active participation of House members at House meetings, at committee meetings, and at meetings of parent bodies.
- J. To suspend or remove any member of UTLA or any member of the House of Representatives for any of the reasons stated in Articles X or XI, and by the processes required by those articles.
- K. To keep its members informed on important matters, and to report on all House business and to keep minutes of its proceedings.
- L. To establish, to modify, and to discontinue committees of the House of Representatives in accordance with Article VIII.
- M. To call general membership meetings by a two-thirds (2/3) vote.
- N. Each member is required to serve on at least one of the Standing Policy Committees.

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

A. Expected behavior at meetings

- 1. Respect for others
- 2. Respect for different opinions and perspectives
- 3. Do not engage in aggressive, bullying or intimidating behavior
- 4. Do not engage in discrimination or harassing behavior
- 5. Do not use offensive language or derogatory terms

B. Penalties for violation of the Code shall be on an incremental basis

- 1. A censure and apology for the offense.
- 2. Prompt and immediate exclusion from the meeting.
- 3. Referral to the Area or Committee that elected the member for censure, suspension or removal from the position.
- 4. Exclusion from a specific number of future meetings of the House of Representatives
- 5. Motion for an investigative committee for serious allegations, with the members selected by the Committee on Rules and Reference.
 - a. A hearing by the Investigative Committee which includes the opportunity for the accused to make a statement in defense.

6. The Investigating Committee may recommend to the House: removal of the member from serving in the House, and/or a ban on serving as a House delegate for a specific time, or a permanent ban on serving as a delegate to the House.

7. The Committee on Rules and Reference will designate one of its members to be the Process Observer who will monitor for violations of this code.

ARTICLE VI – AREA ASSEMBLIES

Section 1. Establishment:

A. Area Assemblies shall be established in geographic areas within the LAUSD.

B. The House of Representatives shall have the power to establish and modify the number and the boundaries of the areas (see Appendix 2).

C. Changes to Area boundaries must be approved at least six months prior to elections for Board of Directors, and such proposed changes shall be published for general membership information at least twice prior to the House meeting considering approval of the change, and approval shall be published at least three times during the two months following approval.

D. Only members of UTLA whose primary work site is within the boundaries of the Area (or who come within the exception described in Section 3. E. 2 of this Article) shall be eligible to vote for Steering Committee members, or PACE representatives, or area specific issues.

Section 2. Structure

A. Officers: The officers shall be the Area Chairperson and the three other elected Directors.

1. Area Chairs shall oversee the functions and operations of the area.

2. There shall be a Steering Committee composed of an equal number of elementary and secondary educators whenever possible, with a minimum of (2) two for each category of members to reflect the diversity of educators in the Area.

a. The Area Chair shall both announce the elections at the meeting before they occur, and by electronic means prior to the meeting.

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

Section 3. Elections & Term of Office:

A. The Area chairperson shall be elected in accordance with the process in the Elections Manual.

B. The members of the Steering Committee shall be elected at the last area meeting of each academic year.

1. The ballot shall be divided into a secondary and an elementary section, and the two or more persons receiving the highest number of votes in each section shall be declared elected.

2. All reasonable efforts will be made to have an equal number of elementary and secondary educators, including itinerants, substitutes, early and adult educators.

C. The number of Steering Committee members shall reflect the needs of the Area.

1. Steering Committee shall be held at a minimum every two years commencing the first Area Meeting of the academic year.

A. One-year or two-year terms as stated in a policy statement approved by the Area Assembly.

2. Additional positions may be selected from the Steering Committee or elected by the Area as determined by the officers of the Area with the approval of the Steering Committee.

3. When a vacancy occurs for any reason, elections shall be held in the same manner the vacant position was elected.

D. Steering Committee Officers: The Area Chairs and Directors shall appoint a Secretary and a Treasurer for the area from among its own members.

E. Area Attendance: Each member should attend the Area Assembly in which they are principally employed and

1. UTLA members who choose to participate in a different Area Assembly shall not be eligible for elective positions in that Area;

2. Except, however, if an incumbent in a position who was elected in that Area has been appointed by UTLA pursuant to UTLA's Collective Bargaining Agreement with LAUSD to fill a district-wide position provided for in the Collective Bargaining Agreement, that incumbent may elect, as of the time their appointment commences, to retain the Area designation they had immediately prior to their appointment to the district-wide position for as long as they remain in that district-wide position and continue to be re-elected to represent that Area.

F. Areas shall encourage Cluster Leaders to be part of the Steering Committee.

G. Steering Committee leaders may also be Cluster Leaders who support school site Chapter Chairs and organize the area.

Section 3. Function: Area Assemblies shall have the following functions:

A. To serve as the policy-recommending body on behalf of the membership in carrying out the purpose of UTLA.

B. To provide an opportunity for every UTLA member to have their opinions,

ideas and comments considered in the recommendations of policy.

C. To provide the opportunity for all members to receive experience and training in leadership roles.

D. To dispense information among UTLA members and the House of Representatives.

Section 4. Motions: Motions passed by the Area Assemblies shall be presented by the Area Chairperson to the Committee on Reference and Rules.

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:

- 695 A. Each Area Assembly shall meet at least five times per school year.
696 B. Special meetings of the Area Assembly may be called upon six (6) days'
697 notice by the Area Chairperson.
698 C. The Area Steering Committee shall designate the place where each meeting
699 shall be held.
700 D. Notice of the time and place of such regular meeting of the Area Assembly
701 shall be sent to all schools at least ten (10) days prior to the date set for the
702 meeting.
703 E. 30 members present at an Area Assembly meeting shall constitute a quorum.
704

705 **ARTICLE VII – STANDING FUNCTION COMMITTEES**

706 707 Section 1. Executive Committee

- 708 a. The Executive Committee shall be composed of the seven elected
709 officers, with the chief executive officer as non-voting ex-officio.
710 b. The Executive Committee shall be empowered to act in the interests of
711 UTLA and its members when a time-sensitive situation occurs that threatens life,
712 property, or significant functional ability of the union, and a meeting of the Board
713 of Directors cannot be called, or such meeting fails to achieve quorum.
714

715 Section 2. Negotiations Committee:

- 716 1. The members of the committee shall be appointed by the President to
717 represent the constituencies within the UTLA membership that are the subject of
718 the current negotiations.
719 2. The committee shall be chaired by the President or their designee.
720 a. The President shall inform the Board of Directors who has been
721 appointed, and any changes in the composition of the committee.
722 b. The committee shall have full autonomy in negotiations, guided by, but
723 not bound to, the desires of the Board of Directors or House of Representatives.
724 3. In all collective bargaining contracts between UTLA and LAUSD, the final step
725 shall always be ratification by a majority of the votes cast by the voting
726 membership of UTLA.
727

728 Section 3. Elections Committee:

- 729 a. The Elections Committee shall be composed of not less than 5 nor
730 more than 15 persons.
731 b. The committee members shall be elected by the House of
732 Representatives and shall serve 3-year staggered terms.
733 1. Vacancies for any reason shall be filled by election of the House
734 of Representatives.
735 c. Any person who has been a member of UTLA for 1 year at the date of

election shall be eligible to be a member of the Elections Committee.
d. The Elections Committee shall have the power and duty to conduct elections within UTLA and in its various divisions as per the Election Manual.

Section 4. Constitution Committee

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

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

c. The Constitution Committee shall be responsible for:

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

2. Review all proposed amendments to the Constitution for correct language, unintended consequences, and consequential and conforming amendments, before such proposed amendment is put before the Board of Directors or House of Representatives and make such language and other editorial changes to conform the proposal to the language and construction of the Constitution. These changes cannot alter the action of the proposed amendment.

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

Section 5. Committee on Rules and Reference

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

1. Area may select alternates if they so desire.

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

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

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

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

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

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

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

- 777 4. Refer the action to the House of Representatives for immediate action.
778 5. Send the motion back to the author (area, committee or individual) for
779 any of the following reasons:
780 a. The motion is unclear as to the action or intent of the motion.
781 b. The motion does not include the name of the author, the name of
782 the seconder, or the vote result from the area or committee, and indicates the
783 presence of a quorum at the time of the vote
784 6. Reject any motion not from an active member of UTLA.
785 7. Declare a motion OUT OF ORDER if it violates the UTLA Constitution,
786 state or federal laws, or in any other way is outside the jurisdiction of the House
787 of Representatives.
788 8. The committee may combine and/or rewrite motions presented from
789 different sources that cover the same action or issue and present the
790 committee's motion as a substitute for all the proposed motions.
791 F. The House may overturn a referral to committee or a finding of moot by a
792 majority vote of the House and may overturn a referral to the Board or a finding
793 of Out of Order by a 2/3 vote of the House.
794 G. The Committee on Rules and Reference shall cause a report to be prepared
795 after each of its meetings; such report shall list all new motions and the
796 committees to which each has been assigned with a brief rationale for each
797 decision.
798 1. One copy of each Committee Report shall be sent to each Area Chair
799 prior to the next scheduled area meeting.
800 2. The Committee shall meet prior to, but on the same date as regularly-
801 scheduled meetings of the House of Representatives.
802 H. The Committee shall prepare a "Consent Agenda" to be sent out prior to the
803 next House meeting as needed.
804 I. The Committee shall prepare standing rules for the Board of Directors and the
805 House of Representatives to be adopted at the first meeting of each term.
806

807 **ARTICLE VIII – STANDING POLICY COMMITTEES**

808 Section 1.

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

810 B. Standing Policy Committees shall be formed upon the approval of the House
811 of Representatives.

812 1. The House of Representatives may change the name of the committee
813 by a majority vote.

814 2. The House of Representatives may dissolve a committee by a 2/3 vote.
815

816 Section 2. Composition and Size:

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

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

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

824
825 Section 3. Term of Office: Members may serve as long as they are interested in
826 the subject of the committee.

827
828 Section 4. Meetings:

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

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

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

834
835 Section 5. Committee Chairpersons:

836 A. Committee chairpersons shall be elected by members of their respective
837 committees at the first meeting of the committee each school year.

838 B. Vacancies shall be filled by new committee elections.

839 C. Committee members have the power to remove chairpersons as well as elect
840 chairpersons.

841 D. The committee chairpersons shall keep a list of all members on their
842 committees, and one copy of this list shall be sent to the UTLA Secretaries
843 office.

844
845 Section 6. - Reports:

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

848 849 **ARTICLE IX – INITIATIVE & REFERENDUM**

850 Section 1. Definitions

851 A. Initiative shall be defined as a proposal for action or policy initiated by the
852 membership.

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

855
856 Section 2. Petition process for Initiatives & Referendums shall be conducted in

the following manner (this process may be subject to restrictions under law in some circumstances):

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

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

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

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

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

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

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

E. Adoption Requirements

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

ARTICLE X – IMPEACHMENT

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

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

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

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

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

- 898 a. Censure shall require a majority vote of the trial body.
899 b. Removal from office for a member of the House of Representatives
900 and/or a ban on serving as a House member for a specific time, a majority of the
901 voting body.
902 c. A ban on serving as a House Member for life, 2/3 vote of the trial body.
903 d. Removal as an elected officer and/or ban on serving as an officer for a
904 specific time (Pres, V.P. Sec. Treas.), a 2/3 vote of the seated House Members.
905 e. Ban on serving as an elected officer or member of the House of
906 Representatives for life, suspension from membership or exclusion from
907 membership in UTLA, a 75% vote of the seated members of the House of
908 Representatives.

909 **ARTICLE XI – REMOVAL FROM OFFICE**

910
911 Section 1. Removal shall be defined as the removal of an elected Officer, Board
912 member or member of the House of Representatives with or without cause.
913

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

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

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

925
926 Section 3. Removal without cause shall include, but is not limited to, breach of
927 the Code of Conduct, actions which do or could cause harm to UTLA or to a
928 person, knowingly bearing false witness against a member, a pattern of
929 disruptive or obstructive behavior, or other statements or actions which are
930 harmful to UTLA, a UTLA member, UTLA governance process, or UTLA's
931 relationship with other organizations or persons.

932 A. Removal under this section shall require a trial procedure according to
933 the Parliamentary Authority.
934

935 **ARTICLE XII – CRISIS AND STRIKE FUND**

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

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

ARTICLE XII – AMENDMENT

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

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

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

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

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

Section 3. 1st Reading and Publicity:

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

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

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
7. Charter School
8. Early Childhood Education
9. Gay and Lesbian Issues
10. Health and Human Services
11. Human Rights
12. Library Professionals
13. Music Education
14. National Board Certified Teachers
15. PACE
16. Pre-Retirement Issues
17. Professional Rights & Responsibilities
18. Raza Education
19. School Community Relations
20. Secondary Counselors
21. Special Education
22. Substitutes
23. Women's Education

APPENDIX TWO
NORTH AREA

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

SOUTH AREA

59th St ES, 95th St ES, Bakewell PC, Barrett ES, Holmes Ave ES, La Salle ES, Manchester ES, Manhattan ES, Miller ES, YES Academy ES, 75th Street ES, 93rd St ES, Gil Garcetti Learning Academy, Knox ES, McKinley ES, Miramonte ES, Moore M-S-T Academy, Parmalee ES, Raymond Ave ES, South Park ES, 107th St ES, 92nd St ES, 99th St ES, Baca Arts Academy, Compton ES, Graham ES, Grape ES, Russell ES, Wisdom ES, 109th St ES, 112th St ES, 96th St ES, Fournoy ES, Griffith Joyner ES, Ritter ES, Washington PC, Weigand ES, 102nd St EEC, 112th St EEC, 75th Street EEC, 95th St EEC, 97th St EEC, Christa McAuliffe EEC, Graham EEC, Holmes Ave EEC, Hyde Park EEC, Locke EEC, Mikes EEC, Miles EEC, Miramonte EEC, State St EEC, Elizabeth LC, Florence ES, Lillian ES, Middleton ES, Middleton PC, Ochoa LC, Pacific Blvd School, San Antonio ES, State St ES, Walnut Park ES, Bryson ES, Corona ES, Hope ES, Independence ES, Liberty ES, Madison ES, Montara ES, San Gabriel ES, San Miguel ES, Willow ES, Escutia PC, Fishburn ES, Hughes ES, Huntington Park ES, Maywood ES, Nueva Vista ES, Park Ave ES, Stanford PC, Tweedy ES, Victoria ES, Escalante ES, Heliotrope ES, Loma Vista ES, Miles ES, Orchard Academy MS 2C, Orchard Arts and Media Academy MS, Roybal-Allard ES, Stanford ES, Walnut Park MS STEM, Woodlawn ES, Bradley EEC, CDS Johnson, Drew MS, Drew UP Public Service Acad HS, Ellington HS, Gage MS, Harte Prep MS, Mann MS, Markham MS, Nimitz MS, Slawson Occupational Center, South Gate MS, Southeast

1068 MS, Walnut Park MS, Communication and Technology @ Rivera, Dymally HS, Green Design @
1069 Rivera, Huntington Park HS, International LC, Jordan HS, King-Drew Medical Magnet, Legacy
1070 HS VAPA, Performing Arts @ Rivera, Public Service Community HS @ Rivera, Boys Academic
1071 LA, Fremont HS, Fremont HS Math-Sci Magnet, MACES, Maywood Academy HS, Riley HS,
1072 South Gate HS, Southeast HS, Washington Prep HS, Waters Emp Prep, Bell HS, Hope HS,
1073 Legacy HS STEAM, Marquez HS HPIAM, Marquez HS Libra Academy, Marquez HS Social
1074 Justice, Middle College HS, Odyssey HS, Rodia HS, San Antonio HS, Business and
1075 Entrepreneurship VA, Substitute South Calling Area 2.

1076

1077

EAST AREA

1078 Bushnell Way ES, El Sereno EEC, El Sereno ES, El Sereno MS, Farmdale ES, Sierra Park ES,
1079 Sierra Vista ES, City Terrace ES, East LA Occ Center, Kennedy ES, Local District East,
1080 Substitute Central Calling Area 3, Bravo Medical Magnet, Gates EEC, Gates ES, Glen Alta ES,
1081 Griffin ES, Hillside ES, Murchison EEC, Murchison ES, Huntington Drive ES, Latona ES, Lincoln
1082 HS, Loreto St ES, Multnomah ES, Pueblo HS, Wilson HS, East LA Performing Arts Magnet @
1083 Torres, East LA Renaissance Academy @ Torres, Engineering and Technology Academy @
1084 Torres, Humanitas Academy of Art and Technology @ Torres, Social Justice Leadership
1085 Academy @ Torres, Anton EEC, Anton ES, Belvedere ES, Belvedere MS, Evergreen EEC,
1086 Evergreen ES, Harrison ES, Malabar ES, Brooklyn Ave ES, Brooklyn EEC, Garfield HS, Griffith
1087 MS, Hamasaki ES, Lane ES, Perez Special Ed Center, 4th St ES, 4th St Primary Center, 4th
1088 Street EEC, Ford Blvd ES, Humphreys ES, Marianna ES, Monterey HS, 1st St ES, 2nd St ES,
1089 Breed ES, Bridge St ES, Chavez ES, Sheridan St ES, Boyle Heights HS, Boyle Heights STEM,
1090 Hollenbeck MS, Mendez LC, Roosevelt HS, Roosevelt HS Magnet, Utah St, 9th St ES,
1091 Amanecer PC, Dena ES, Garza PC, Lorena ES, Solis Learning Academy, Sunrise ES, Dacotah
1092 EEC, Eastman EEC, Eastman ES, Euclid ES, Ramona HS, Rowan ES, Soto ES, Stevenson MS
1093 College & Career Prep.

1094

1095

WEST AREA

1096 36th St EEC, 42nd St ES, 54th St ES, 74th St ES, Angeles Mesa ES, Audubon MS, Bradley
1097 Magnet, Bright ES, Crenshaw HS, Hillcrest ES, Marlton, Windsor Magnet, Young HS, 24th St
1098 EEC, 24th St ES, 6th Ave ES, Baldwin Hills ES, Cienega ES, Coliseum ES, Dorsey HS, Mid-City
1099 Magnet, View Park Continuation HS, Virginia ES, Widney HS, Alta Loma ES, Arlington Heights
1100 ES, Carson-Gore, Cochran MS, GALA, Los Angeles HS, Los Angeles Tech Center, Pio Pico,
1101 Queen Anne ES, Wilshire Crest ES, Wilton PI EEC, Wilton PI ES, Burroughs MS, CDS West
1102 Hollywood, Fairfax HS, Gardner St ES, Hancock Park ES, Laurel EEC, Laurel ES, Melrose ES,
1103 Vine St EEC, Vine St ES, Whitman HS, Canfield ES, Carthay Center ES, Crescent Heights EEC,
1104 Crescent Heights ES, LACES, Marvin EEC, Marvin ES, Saturn ES, Shenandoah EEC,
1105 Shenandoah ES, Castle Heights ES, Charnock Rd ES, Cheviot Hills HS, Clover ES, Hamilton
1106 HS, Local District West, Overland ES, Palms ES, Palms MS, Richland ES, Webster MS,
1107 Brockton ES, Community Magnet, Emerson MS, Fairburn ES, Roscomare ES, Sterry ES,
1108 University HS, Warner ES, Westwood ES, Brentwood Science Magnet, Canyon ES, Kenter
1109 Canyon ES, Marquez ES, Pacific Palisades ES, Palisades Charter HS, Revere MS, Topanga
1110 ES, Beethoven ES, Broadway ES, Coeur D'Alene ES, Mar Vista ES, Mark Twain MS, Phoenix
1111 HS, Venice HS, Venice Skills Center, Walgrove ES, Westminster EEC, Westminster ES,
1112 Westside Leadership Magnet, Braddock ES, Grand View ES, Marina Del Rey MS, Marina EEC,
1113 McBride Special Ed Center, Playa Del Rey ES, Playa Vista ES, Short ES, Stoner ES, Cowan ES,
1114 Katherine Johnson STEM Academy, Kentwood ES, Loyola Village ES, Open Charter Magnet,

1115 Paseo Del Rey, Westchester HS, Westport Heights ES, Wright MS, Substitute Central Calling
1116 Area 1.

1117

1118

CENTRAL AREA

1119 Ascot ES, Carver MS, Hooper ES, Hooper New PC, Jefferson HS, Metro HS, Nava College
1120 Prep Academy, Nava MS Business and Tech, Nevin ES, Sally Ride ES, Vernon City ES,
1121 Wadsworth ES, 52nd St ES, 61st St ES, Barack Obama Global Prep, Budlong ES, Gerald
1122 Lawson Academy ES, Hawkins Community SH, Muir MS, Western Tech, 20th St ES, 28th St
1123 ES, Accelerated, Early College Academy @ Trade Tech, Estrella ES, Harmony ES, Huerta ES,
1124 Jones ES, Kahlo HS, Lizarraga ES, Maple PC, San Pedro ES, Santee HS, Trinity ES, West
1125 Vernon ES, 32nd St-USC, Alexander Science Center, Foshay, Jones PC, King Jr ES, LAUSD-
1126 USC Media Arts-Engineering Magnet, Mack ES, Manual Arts HS, Marguerite Lamotte ES,
1127 Menlo ES, Normandie ES, Weemes ES, Adams MS, Berendo MS, Clinton MS, Liechty MS, Los
1128 Angeles ES, Norwood ES, Orthopaedic Magnet, Vermont ES, West Adams Prep HS, 49th St
1129 ES, 66th St ES, Aurora ES, Bethune MS, Edison MS, Los Angeles Academy MS, Main St ES,
1130 Maya Angelou Community HS, Youth Opportunities Unlimited, 28th St EEC, 37th St EEC, 52nd
1131 St EEC, 66th St EEC, Estrella EEC, Friedman Occ Center, Global Education Academy, Hooper
1132 EEC, Lanterman HS, Normandie EEC, Parks-Huerta EEC, Roberti EEC, Salvin Special Ed
1133 Center, Trinity EEC, Wadsworth EEC, Leadership and Public Service VA, Substitute South
1134 Calling Area 3, Tri-City CDS.

1135

1136

VALLEY EAST AREA

1137 Dyer ES, El Dorado ES, Herrick ES, Olive Vista MS, Osceola ES, Sylmar Biotech Health
1138 Academy, Sylmar ES, Sylmar Leadership Academy, Cesar Chavez ARTES, Cesar Chavez ASE,
1139 Cesar Chavez SJ Hum Acad, Cesar Chavez Teacher Prep, Evergreen HS, Gridley ES, Harding
1140 ES, Hubbard ES, Sylmar HS, Vista Del Valle Dual Language, Mission HS, Morningside ES,
1141 North Valley Occ Center, O'Melveny ES, San Fernando EEC, San Fernando ES, San Fernando
1142 HS, San Fernando Institute of Applied Media, San Fernando MS, Brainard ES, Broadous EEC,
1143 Broadous ES, Coughlin ES, Maclay MS, Vaughn EEC, Arleta HS, Beachy ES, Canterbury ES,
1144 Liggett ES, Vena ES, Haddon EEC, Haddon ES, Montague St School, Pacoima Charter ES,
1145 Pacoima EEC, Pacoima MS, Sharp ES, Telfair EEC, Telfair ES, Apperson ES, Mount Gleason
1146 MS, Mountain View ES, Mt Lukens HS, Pinewood EEC, Pinewood ES, Plainview ES, Sunland
1147 ES, Verdugo Hills HS, Carlson Hospital Citywide, Fernangeles ES, International Studies and
1148 World Languages VA, Stonehurst ES, Vinedale ES, VOCES, Burke HS, Cardenas ES, Fulton
1149 College Prep, Hazeltine ES, Local District Northeast, Panorama HS, Ranchito ES, Valerio ES,
1150 Byrd MS, Lewis HS, Lowman Special Ed Center, Madison MS, Polytechnic HS, Polytechnic HS
1151 Math-Sci Magnet, Saticoy ES, Strathern ES, Arminta EEC, Arminta ES, Camellia ES, Glenwood
1152 ES, Korenstein ES, Roscoe ES, Sun Valley MS, Chandler ES, Columbus Ave ES, Rogers HS,
1153 Sylvan Park EEC, Sylvan Park ES, Van Nuys ES, Van Nuys HS, Van Nuys MS, Van Nuys MS
1154 STEAM Magnet, CDS London, Coldwater Canyon ES, Erwin ES, Grant HS, Kittridge ES,
1155 London HS, Monlux ES, Bellingham PC, Burbank ES, Fair EEC, Fair ES, Romer MS, Victory ES,
1156 Dixie Canyon ES, Kester ES, Millikan MS, Riverside ES, Sherman Oaks ES, Carpenter ES,
1157 Colfax ES, Earhart HS, North Hollywood HS, North Hollywood HS HG Magnet, North
1158 Hollywood Zoo Magnet, Reed MS, Rio Vista ES, East Valley HS, Lankershim ES, Oxnard ES,
1159 Science Academy G/HG STEM Magnet, Sendak ES, Toluca Lake EEC, Toluca Lake ES,
1160 Substitute North Calling Area 2, Substitute North Calling Area 4.

1161

VALLEY WEST AREA

1162 Anatola ES, Balboa Magnet, Bassett ES, Birmingham Charter HS, Encino ES, Gault ES, Lemay
1163 EEC, Lemay ES, Mulholland MS, Pearl Magnet, Canoga Park EEC, Canoga Park ES, Canoga
1164 Park HS, Capistrano ES, Columbus MS, Fullbright ES, Hart St ES, Owensmouth HS, Sunny
1165 Brae ES, CDS Aggeler, Chatsworth HS, Chatsworth Park ES, Germain ES, Lawrence MS,
1166 Nevada ES, Stoney Point HS, Superior ES, Winnetka ES, Blythe ES, Cantara ES, Cleveland
1167 EEC, Cleveland HS, Limerick ES, Lorne ES, Melvin ES, Miller CTC, Napa ES, Northridge EEC,
1168 Northridge MS, Stagg ES, Wooden HS, El Camino Real Charter HS, Enadia ES, Hale MS,
1169 Hamlin ES, Haynes ES, Justice ES, Lockhurst ES, Pomelo ES, Welby Way ES, Woodlake ES,
1170 Beckford ES, Calabash ES, Darby ES, Granada ES, Granada Hills HS, Henry MS, Topeka Dr,
1171 Tulsa ES, Addams HS, Castlebay Ln ES, Danube ES, El Oro ES, Frost MS, Haskell ES, JFK HS,
1172 Knollwood ES, Porter Ranch School, Van Gogh ES, Alta California ES, Burton ES, Chase EEC,
1173 Chase ES, Einstein HS, Michelle Obama ES, Monroe HS, Noble EEC, Noble ES, Panorama City
1174 ES, Primary Academy, Rosa Parks LC, Sepulveda MS, Vista MS, Bertrand ES, Calahan ES,
1175 Dearborn ES, Gledhill EEC, Gledhill ES, Holmes MS, Langdon ES, Nobel MS, Northridge
1176 Academy HS, Parthenia ES, Plummer ES, Santana Arts Academy, Cohasset ES, Garden Grove
1177 ES, Grey HS, Leichman Special Ed Center, Lokrantz Special Ed Center, Mosk ES, Newcastle
1178 ES, Reseda ES, Reseda HS, Shirley ES, Sutter MS, Center for Enriched Studies, Emelita ES,
1179 Independence HS, Nestle Ave ES, Portola MS, Portola MS Magnet, SOCES, Tarzana ES, Valley
1180 Academy, Van Alden EEC, Van Alden ES, Calvert ES, Hesby Oaks School, Ivy Academia, Lanai
1181 ES, Serrania ES, Taft HS, Thoreau HS, Wilbur ES, Woodland Hills Academy, Woodland Hills
1182 ES, Andasol ES, Lassen ES, Mayall ES, Porter MS, San Jose ES, Valley Alternative Magnet,
1183 Vintage Magnet, Local District Northwest, Special Ed Service Center North, West Valley Occ
1184 Center, STEAM VA, Substitute North Calling Area 1, Substitute North Calling Area 3.

1185

HARBOR AREA

1186
1187 15th St ES, Angel's Gate HS, Dana MS, Leland ES, Point Fermin ES, San Pedro HS, South
1188 Shores Magnet, White Point ES, 7th St ES, Bandini ES, Barton Hill ES, Cabrillo EEC, Cabrillo
1189 ES, CDS William Johnston, Crestwood ES, Dodson MS, Harbor Occ Center, Park Western
1190 EEC, Park Western ES, Taper ES, Willenberg Special Ed Center, Avalon HS, Banning HS,
1191 Broad Ave ES, De La Torre Jr ES, Fries ES, Gulf ES, Harbor Teacher Prep, Harry Bridges Span
1192 School, Hawaiian EEC, Hawaiian ES, Wilmington EEC, Wilmington MS, Wilmington Park ES,
1193 Eshelman ES, Fleming MS, Harbor City ES, HARTS Academy of LA, Lomita Magnet, Narbonne
1194 HS, Normont EEC, Normont ES, Patton HS, President ES, 232nd Pl ES, Bonita ES, Carnegie
1195 MS, Caroldale, Carson Academy of Education and Empowerment, Carson ES, Carson HS,
1196 Carson Medical Academy HS, Catskill ES, Dolores EEC, Dolores ES, Eagle Tree HS, Halldale
1197 ES, Meyler ES, Rancho Dominguez Prep, Van Deene ES, White MS, Ambler ES, Ambler ES
1198 Gifted Magnet, Annalee ES, Broadacres ES, Curtiss MS, Del Amo ES, Dominguez ES,
1199 Leapwood ES, Local District South, Towne ES, 135th St ES, 156th St ES, Amestoy ES, Center
1200 Advanced Transition, Chapman ES, Denker ES, Gardena EEC, Gardena ES, Gardena HS,
1201 Moneta HS, Peary MS, 186th St ES, Century Park ES, Cimarron ES, Figueroa ES, Purche ES,
1202 West Athens ES, Woodcrest ES, 116th St ES, 118th St ES, 122nd St ES, 153rd St ES, Avalon
1203 Gardens ES, Banneker Special Ed Center, Gompers MS, Gompers UP Medical Magnet HS,
1204 Computer Science VA, Substitute South Calling Area 1.

1205

1206

1207

APPENDIX THREE

1208

**AGREEMENT FOR PERMANENT CONTINUATION OF UNITED TEACHERS —
LOS ANGELES BETWEEN UTLA, AFT, CFT, UTLA LOCAL 1021, and
UTLA/NEA.**

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

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

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

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

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

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

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

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

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

1. Dues submitted to NEA and AFT shall be identical for each UTLA member and rebates or other arrangements shall be made through the affiliate group (UTLA/NEA and UTLA Local 1021).

2. Dues submitted to CFT and CTA shall be identical for each UTLA member and rebates or other arrangements shall be made through the affiliated groups (UTLA/NEA and UTLA Local 1021).

1249 3. UTLA shall maintain budgetary control of all dues and may, through its
1250 governance bodies, remit sums of money for UTLA/NEA and UTLA Local 1021.
1251 Such dues shall be identical and based on per capita membership by affiliation.

1252 4. The UTLA Board of Directors and the UTLA House of Representatives
1253 and UTLA membership shall maintain control of the direction of all staff
1254 members and all employment agreements though it is agreed that some staff
1255 members may be funded by one or another of the state and national affiliates. In
1256 all instances where staff employment is involved with funding by any state or
1257 national affiliates, parity funding on a per capita basis shall be maintained by the
1258 counterpart affiliate. All such arrangements shall finally be approved by the
1259 UTLA governance structures.

1260 5. The UTLA constitution shall be amended to provide that the presiding
1261 officers of UTLA/NEA and UTLA Local 1021 shall be elected by their affiliate
1262 members in a secret ballot election. This change and those elections shall take
1263 place at a time determined by the UTLA governing bodies but, in any case, no
1264 later than the next scheduled UTLA election.

1265 6. UTLA shall maintain all membership records, lists, mailing lists, financial
1266 records, affiliation membership records, records and lists of building
1267 representatives, committees, governance bodies and all other organizational
1268 material. All of these materials shall be available to either/or UTLA/NEA or UTLA
1269 Local 1021 by action and approval of the UTLA governance structure and by no
1270 other means.

1271 7. UTLA Local 1021 and UTLA/NEA may present materials, documents
1272 and publications to their respective affiliated members in Los Angeles, only with
1273 the prior approval of the UTLA in accordance with its governance structure.

1274 8. UTLA officers and spokespersons shall be the only spokespersons for
1275 UTLA, UTLA/NEA and UTLA Local 1021. In the case of relationships with the
1276 NEA/CTA and AFT/CFT, AFL-CIO, UTLA/NEA and UTLA, Local 1021 shall be
1277 represented in all matters by their respective presiding officers or their
1278 designees.

1279 9. The UTLA Constitution shall be amended to include a provision barring
1280 any action or election to create an exclusive affiliation with either AFT or NEA,
1281 unless such action or election is voted on by the entire UTLA membership
1282 requiring a 3/4 majority of the total membership for adoption.

1283 10. The UTLA Constitution shall be amended to include a provision that in
1284 the event of an action or election for an exclusive affiliation with either AFT or
1285 NEA, an impartial third party, such as the American Arbitration Association, shall
1286 conduct the election and shall provide for a fair and impartial distribution of all
1287 election materials to UTLA members. No materials will be distributed by UTLA
1288 other than those approved by the impartial third party.

1289 11. UTLA/NEA and UTLA Local 1021 shall not implement their respective
1290 governance structures until both groups have adopted bylaws or constitutions
1291 or rules of procedure. This shall be accomplished with the 1976-77 school year.

1292 12. All sections of this Agreement shall be implemented no later than the
1293 end of the 1976-77 school year.

1294 13. Should any party to this Agreement disagree as to the interpretation or
1295 application of any provision of this Agreement, any party may submit the issue
1296 or issues to arbitration. The arbitration shall be conducted in accordance with
1297 the Commercial Arbitration Rules of the American Arbitration Association or by
1298 the selection of an arbitrator by mutual agreement of the parties. Notice of
1299 demand for arbitration shall be served by the demanding party on each other
1300 party. The demand shall be in writing. In the event the arbitrator finds a violation
1301 of the Agreement, then the arbitrator shall have the authority to award any
1302 appropriate relief including money damages. The decision of the arbitrator shall
1303 be final and binding.

1304 14. The UTLA/NEA Articles of Incorporation and Bylaws shall be amended
1305 to provide that UTLA/NEA shall be affiliated with UTLA and each member of
1306 UTLA/NEA shall be a member of UTLA.

1307
1308
1309 This Agreement is entered into this 21st day of April, 1976.