

STRIKE AUTHORIZATION VOTE FAQ



LAUSD has refused to make any meaningful progress on the core demands of the bargaining platform and continues to refuse to address our salary needs. LAUSD is failing in its obligation to negotiate in good faith.

While we continue to try to reach a fair agreement, we must prepare for the possibility that LAUSD will force us to strike in order to get them to invest some of their \$5.03 billion in reserves into staff and students.

We will be ready for that. If there is no settlement by January 2026, we will hold a strike authorization vote.

What is a strike authorization vote?

A strike authorization vote is how UTLA members give the UTLA Board of Directors the authority to call a strike in the future, if necessary. It means we are preparing ourselves by keeping all options on the table to win the contract we deserve.

Does a “yes” vote mean we automatically go on strike?

No. A “yes” vote simply authorizes the UTLA Board to call a strike if all legal steps are completed and if LAUSD refuses to agree to a fair contract that meets the needs of educators and students.

If we vote yes, when could a strike happen?

There’s no set date. It will depend on:

1. How long the legal process of mediation and fact finding take.
2. Whether or not LAUSD negotiates fairly for a contract to avoid a strike.

Why do we need to take this vote?

A strong strike vote shows LAUSD that educators are united and ready to act. It increases our leverage at the bargaining table and can push the district to settle without a strike. Ultimately, it gives the UTLA Board the authorization to call a strike if LAUSD leaves no other option.

What percentage do we need?

Fifty percent plus one of UTLA voters voting yes technically gives the UTLA Board of Directors the authority to call a strike. However, to send the district a clear message and put ourselves in the strongest position to win the contract we deserve, we need much more than the minimum – we need an overwhelming majority.

What should members know before voting?

A high-participation strike vote is about unity, leverage, and readiness. It is a demonstration of UTLA’s power and an opportunity for LAUSD to witness our readiness and choose to settle a fair contract.

What do we tell members who are hesitant?

UTLA members have a choice. We can either increase the pressure on LAUSD to win what you deserve or we can settle for the 2% a year LAUSD is offering. A “yes” vote is increasing pressure. A “no” vote means accepting 2% a year. As 38,000 educators we can win more if we stay united and vote yes.

CHAPTER CHAIR TALKING POINTS



HEALTHCARE

- After 6 months of negotiations, the district's latest proposal is an example of the power we have! The evening before the largest regional rallies in our union's history, LAUSD backed off their demand to pass on increased healthcare costs to us!
- The latest proposal is still not acceptable because it has strings attached that we believe are dangerous openings to chipping away at our future benefits, so we are holding out now to stop LAUSD from introducing high deductible plan options, and to protect dual coverage plans. UTLA and all the LAUSD unions will be back at the table further negotiating our healthcare plans.

FULL CONTRACT

- On November 10 at bargaining, LAUSD confirmed that the reserve they have is \$5.03 billion, not what they have been presenting in their doom-and-gloom roadshow.
- They also confirmed that:
 - "Restricted funds" does not mean they can't spend it — they can spend it on salaries and positions in Special Ed, Title 1, and more.
 - The \$575 million in Fund 17 is part of the unrestricted reserve and absolutely available to be spent.
 - "Assigned" monies in the reserve are also absolutely available to be spent as all the district has to do is assign them differently.
 - They have historically been significantly off in their projections of future deficits.
- Despite this, LAUSD still refuses to make movement on the core issues of the contract: salary, staffing, targeted class size reductions, and more.

IMPORTANT CAMPAIGN UPDATE

- With LAUSD not making significant counter proposals, they are failing in their obligation to negotiate in good faith.
- While we will continue to put pressure on LAUSD and try to reach an agreement, we must prepare for the possibility that LAUSD will force us to strike in order to get them to invest some of their \$5.03 billion in reserves into staff and students.
- If we do not have an agreement by January, we will hold a strike authorization vote. The 150-member UTLA Bargaining Team is calling for a "yes" vote to give the UTLA BOD the authority to call a strike if that becomes necessary. That vote will launch our escalation campaign in the new year.
- Even after that vote we will continue to try to reach an agreement with LAUSD. The stakes of these negotiations are high and I need to know now that you are ready to vote yes on this.

ASK: If LAUSD does not settle the contract by January, will you vote YES to authorize a strike?

ACTION: Count "yes" votes and "no" votes and submit report.