

# CHAPTER CHAIR TALKING POINTS

## Healthcare Bargaining Update

- After our regional rallies in November, LAUSD backed off every rollback and take-back they proposed.
- We have a tentative healthcare agreement: It is a two-year agreement, fully funded, with no other changes.
- We will vote on it later this month.

## Contract Bargaining Update

- After 11 months of bargaining, the district has made no significant movement on most core demands. In fact, they only increased their salary offer by one-half of a percent (0.5%) in their last proposal.
- We are officially at impasse and will begin the legally required mediation and fact-finding process, but LAUSD can settle the contract at any time. 37,000 educators need to keep the pressure on them to do that.

## LAUSD can afford to address our demands and mitigate the impact of declining enrollment.

- Many schools are reporting disruptive cuts to site budgets next year. While enrollment is a challenge, LAUSD is sitting on \$5.03 billion in reserves.
- They must put cuts on hold and negotiate:
  1. The impact of declining enrollment on school budgets.
  2. Central funding of necessary positions as the UTLA Bargaining Team has proposed.
  3. Use of the reserve funds to mitigate impacts at school sites.
  4. Reorganization of the districtwide budget to prioritize staff and student needs over outside contractors and other expenditures.
  5. A settlement to the union contracts that directly address these issues and provide for salary increases that allow educators to live stable lives in this city, which LAUSD can afford.

## We must prepare for the possibility that LAUSD will force us to strike to get them to prioritize staff and students. We are planning two actions:

1. If we do not have an agreement by January 27, we will hold a vote to authorize the UTLA Board of Directors to schedule a strike if necessary (voting is January 27, 28, and 29 at school sites).
2. We will organize a massive downtown rally after school on February 25 to demonstrate to LAUSD how united and ready to strike we are — maybe they will get the message, but if not we will be ready to strike for a fair contract if we need to. Rally will be at LA City Hall/Grand Park.

**ASK:** Will you join me in voting YES to authorize a strike?

**ACTION:** Count “yes” votes and “no” votes and submit report.



REPORT BACK

# STRIKE AUTHORIZATION VOTE FAQ

## 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 legally required steps are exhausted and LAUSD still 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 of “yes” votes 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 a clear message to the district 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 strike-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 2.5% and 2% raises (with a 1% bonus) that LAUSD is offering. A “yes” vote is increasing pressure. A “no” vote means accepting just 2.5% and 2% raises over the next two years (with a 1% bonus). As 37,000 educators, we can win more if we stay united and vote yes.