

Chapter Chair Talking Points

FIGHTING CUTS AND WINNING VOTES



I need to talk to you about protecting your pay and health insurance. Have you heard that LAUSD has issued a Fiscal Stabilization Plan, or FSP? An FSP is a plan to make cuts.

- It calls for 2 furlough days next year and 5 days in 2028-2029. That's about \$4,000 each that educators would lose. Do you want to give LAUSD back \$4,000?
- It calls for you to pay 10% of health insurance costs. That could be over \$2,000 a year. Do you want to pay LAUSD \$2,000 more for your health insurance? Do you think it will stop there?
- It also calls for over 5,000 layoffs across all unions.

The plan is not final, and a lot of it has to be negotiated with the unions. And let's be clear about something else. **LAUSD does not get to write an FSP and then treat it like it supersedes our contract or labor law. It doesn't.** They don't get to unilaterally impose furloughs. They don't get to unilaterally shift healthcare costs onto us. And they don't get to simply announce cuts and expect us to accept them.

We fought for higher pay, protected our health benefits, and won more staffing, smaller classes, and better conditions for educators and students. We won those things because we organized, mobilized, and refused to accept less. **We are not going to voluntarily hand those victories back.**

We did not cause this problem, and this is not 2009. There is more than enough money to fund our schools, but elected officials are letting the wealthy and corporations hoard it. We need to hold the line and force the state to cough up the money they should be sending to our schools.

- We are not going to agree to a single furlough day. **Do you agree?**
- We are not going to agree to any increase in health insurance costs. **Do you agree?**

We are not going to choose between furloughs, cuts, and layoffs. **We reject the choice.**

The first thing we are doing is making a commitment to each other. All 37,000 of us in UTLA must commit to fighting furlough days and healthcare cuts and protecting educator jobs and student programs. **We have to show the district, and anyone else who wants to blame us for funding shortfalls, that we are a united front. We won what we won because we stood together, and we are going to have to stand together again to protect it.**

To make that commitment, fill out your name and employee ID here. *[Give them the sign-up form to fill out.]*

Next, we are committing to vote **YES on Prop 3** to extend an existing tax on the wealthiest 2% of Californians that is about to expire so we can keep LA schools from losing \$593 million annually. That will help secure our footing as we continue demanding more state funding.

Will you vote YES on Prop 3? Great, check that box.

We are also committing to **vote for Richard Barrera for State Superintendent of Public Instruction**, an office that oversees county and local school boards. Richard is an ally who has been successfully helping to lead San Diego Unified, and as Deputy SPI, he has been helping our sister unions navigate the same types of financial challenges we are facing at LAUSD. He can help us protect our jobs and healthcare.

Will you vote for Richard? Great, check that box.

We can only make this happen in two ways: **We all vote, and we get others to vote.** People trust teachers, so we are going to join members from other schools and go door knocking together to ask voters to vote YES on Prop 3 and for Richard Barrera.

Our school team is walking on [dates]. *[Point to dates and location.]*

Which day will you join me?

August 2026

CHAPTER CHAIR CHECKLIST



I. HOLD A CHAPTER MEETING

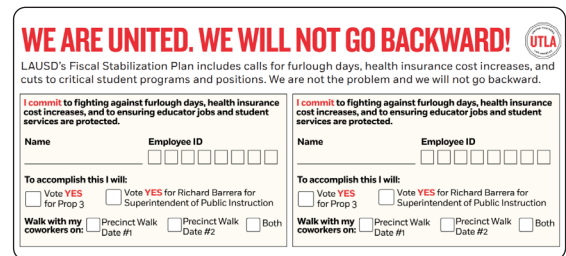
The first step in our fight against Fiscal Stabilization Plan (FSP) cuts is building unity. Every member should commit to fighting against LAUSD's FSP and holding the line against any cuts to benefits, jobs, and student programs.

- ☐ Use the Chapter Meeting PowerPoint (link will be in the Area meeting follow-up email) to review LAUSD's FSP and build agreement in your chapter that we are not the problem and we are not choosing between furloughs, healthcare cost increases, layoffs, and cuts to student programs.

2. GET EVERY MEMBER COMMITTED TO FIGHT THE FSP AND WALK

Building political power is how we expand our ability to protect our schools, jobs, and communities. To do that, we need to elect candidates who will work with us and the legislature to ensure our schools don't lose essential funding.

- ☐ Choose two chapter walk dates — one in September, one in October — and add your chapter's walk dates to the commitment form.
- ☐ Meet with your CAT team and plan how to get every UTLA member to fill out the FSP and Walk Commitment form.
- ☐ Use the rap on the back of this checklist to talk to members on every ask outlined in the commitment form.



WE ARE UNITED. WE WILL NOT GO BACKWARD! UTLA

LAUSD's Fiscal Stabilization Plan includes calls for furlough days, health insurance cost increases, and cuts to critical student programs and positions. We are not the problem and we will not go backward.

I commit to fighting against furlough days, health insurance cost increases, and to ensuring educator jobs and student services are protected.

Name _____ Employee ID _____

To accomplish this I will:

☐ Vote YES for Prop 3 ☐ Vote YES for Richard Barrera for Superintendent of Public Instruction

Walk with my coworkers on: ☐ Precinct Walk Date #1 ☐ Precinct Walk Date #2 ☐ Both

3. WORK ON YOUR CHAPTER'S IMMIGRATION PLAN

Immigration enforcement is still active and every chapter needs to be prepared to respond if immigration enforcement shows up to their schools or communities.

- ☐ Meet with your school administrator to review the Sanctuary Schools bulletin (REF-6767.5).
- ☐ Hold a chapter meeting to review district protocol and review and update your school's safety plan as needed. The Resources QR code has a template school safety plan along with many other resources.
- ☐ Ensure you have important contact information, including your Area's UTLA Immigrant Justice Team lead.
- ☐ Review mutual aid information and share relevant resources with your chapter, including ongoing ways to take action.



4. FOLLOW UP ON CONTRACT IMPLEMENTATION

The new contract is in full effect. It's important that every UTLA member at your chapter knows what we won, their rights, and identifies any problems with implementation. There will be contract implementation reviews on Special Education, Student Behavior, and Safety at the September 23 Area meeting.

- ☐ Remind members to check their September 5 paycheck for the retroactive pay (4% back to July 2025 and an additional 3%-5% for July and August) and any applicable column/row movements or redistribution/scooting adjustments. If issues are identified with salary, they can contact LAUSD HR. If the issue isn't resolved, encourage them to connect with your Area Representative.
- ☐ Identify members who took parental leave during the 2025-2026 school year. Remind them that the new four weeks of paid parental leave is retroactive to July 1, 2025. Info on next steps coming — LAUSD is still determining the process for identifying eligible employees.