CHAPTER ISSUE ID DISCUSSION GUIDE

As we prepare for upcoming contract negotiations with LAUSD, UTLA is engaging in a four-step process to develop our platform of bargaining demands.

1. Each UTLA chapter should have one, or a series, of discussions to identify the important issues that we should fight for in the contract campaign.
2. The UTLA Board of Directors and Bargaining Team will develop a draft bargaining platform based on the common and pressing issues identified in those chapter discussions, along with input provided by parent and community allies.
3. The draft platform will be brought back to all UTLA members for discussion and ratification.
4. UTLA's bargaining proposals will be developed based on the final bargaining platform.

Holding UTLA member discussions in your chapters to identify key issues is the critical first step in building our contract campaign.

This guide is intended to help structure those conversations and to help make sure that the issues and comments generated can be reported back in a way that will allow them to influence the development of the union's bargaining goals for 2027.

Chapter Chair and CAT Tips for Facilitating the Conversation

- It may be helpful to **send out the prompt questions to members ahead of the meeting** so they can be more prepared to share their thoughts in the meeting.
- **Use the open-ended prompt questions on the back** to get the conversation flowing. Allow some time for folks to respond before providing any examples.
- You may have to **give some examples of issues to get the conversation started**; if this is the case, try to limit the examples you provide and ask people to comment on those examples from their own experiences.
- **Ask follow-up questions** to clarify a comment or get deeper into an identified issue.
- Encourage colleagues to **think about the course of the entire year**; some things may be very urgent this month, but we do not want to forget about other critical issues we face later in the school year.
- Encourage members to **discuss the issue in as concrete of terms as possible**.
- **Take detailed notes** so you can report back on the online form but also keep these issues in mind for future Area meeting discussions.

On the back are five open-ended questions to structure your chapter discussion, along with some framework to help you facilitate the conversation.

Chapter Chairs will report back on these five questions through the online report-back form in the QR code

REPORT-BACK FORM

CHAPTER ISSUE ID DISCUSSION QUESTIONS

School/Chapter: _____

Chapter Chair: _____

Date of meeting(s): _____

Number attending (if multiple meetings, list total number): _____

Chapter Chair Talking Points:
Over the last decade you have fought to ensure that LAUSD lowers class size, provides necessary student supports, and begins to pay educators enough to live in Los Angeles.

The 2027 contract negotiations will take place with LAUSD projecting negative reserve balances and attempting to implement a plan of cuts to staff and programs. As UTLA members we are holding the line against furlough days and health insurance cost increases and fighting to ensure educator jobs and student programs are protected. **We will not go backward!**

Our campaign must confront LAUSD's financial situation directly, protect what we have won, and make advances for students and educators. While we pressure LAUSD, we will also use our campaign to pressure the state of California to increase funding so we can meet the increasing needs of our schools.

To do that we must build a robust and compelling platform of demands that is grounded in the needs of educators and students and provides a vision for the future of LAUSD. **The first step is identifying our most pressing issues by answering the questions below:**

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1 | What protections and rights do we need for educators, schools, and programs in the time of the Fiscal Stabilization Plan (FSP) and budget fights? Ex: Displacement protection, central funding of positions

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2 | What are the most impactful things that could be done at your school to help students thrive and to improve the experience of the school community?

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3 | What do you need from LAUSD in order to be successful as educators?

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4 | What do you need from LAUSD as employees in order to make your career sustainable?

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5 | What needs do your students have at home and in the community that impact their learning at school?