

UTLA BARGAINING



July 2008

LAUSD's back-to-school gift: Pay cuts

UTLA condemns mandatory furlough days and elimination of buy-back days.

What a great way to kick off the new school year. LAUSD officials are attempting to cancel buy-back days and implement unpaid furlough days to balance the budget. The two proposals are included in the 2008-2009 provisional budget passed by the School Board last month.

Although you won't hear LAUSD officials calling them "pay cuts," that is what they are. Together, they would amount to a 3.5% reduction in salary. And how will it help our students' learning to cut the number of school days and reduce professional development?

Furlough days will violate the UTLA-LAUSD contract

Article IX, Section 10.0, of the UTLA-LAUSD contract governs the number of paid work days for the 2008-2009 school year. UTLA informed District officials on June 12 that it is duty-bound to comply with these essential terms and that they cannot unilaterally implement furlough days.

UTLA to file charge against elimination of buy-back days

UTLA is preparing to file a charge with the Public Employment Relations Board (PERB) about the cancellation of buy-back days. UTLA believes that the proposed elimination of buy-back days is a mandatory subject of bargaining under state labor law. We therefore demanded that the District negotiate with UTLA about the proposed elimination, but so far the District refuses to.

Cut the padding before cutting pay

Before resorting to the drastic step of cutting employee pay, there are numerous other cuts the District can make to close the budget gap, including suspending periodic assessments and freezing all contracts with outside consultants.

The District refused to offer even a penny for salary increases in the last school year, even though it received a COLA increase from the state. It also has refused to agree to any meaningful changes in the health and safety section of our contract. Instead, the District now offers us a reduction of paid work days and paid professional development days: a pay cut. It appears the District would rather harm its employees and families than seriously reduce excessive and wasteful bureaucratic spending.