



Negotiations Update

November 30, 2007

The UTLA bargaining team, supplemented by members representing health and human services, adult ed, special ed, and K-12, met Tuesday, November 27, with District officials. The session, which lasted for more than four hours, was devoted to ways to fix the District's messed-up BTS payroll system.

UTLA seeks quick, fair conclusion of ALL items of negotiations: The District has asked that UTLA separate negotiations on payroll problems from negotiations on other items, such as a pay raise and school health and safety issues. UTLA has said no to the separation. Prioritizing between crucial items like accurate pay or a well-earned salary increase is impossible, and UTLA is certain that with the right effort, District officials and the union can reach a quick and fair settlement on *all* items of negotiation.

UTLA rejects elimination of annualized pay: The District initially proposed eliminating annualized pay for all members as a way to "simplify" the BTS payroll system. UTLA said no to this proposal, and the District has backed off the demand for completely eliminating annualization. Fixing the troubled payroll system should not require our members to sacrifice being paid during their off-track time. Payroll fixes must not come at the expense of employees.

UTLA's attempt to quicken pace of talks blocked: The November 27 meeting was one of only a few negotiating sessions held this month, despite UTLA's attempt to schedule more dates. Since negotiations over salary and reopeners began in earnest a few months ago, UTLA's request for fast-track bargaining and a quick, fair conclusion to negotiations, including greatly increasing the number of sessions, has been met with indifference by the LAUSD negotiating team.

UTLA's demands are good for students and educators: UTLA's demands would improve L.A. schools.

- The 9% raise would make the LAUSD pay schedule more competitive, helping the District keep veteran teachers and health and human services employees. The District has yet to make any counteroffer to our salary proposal.
- UTLA is seeking a written commitment from the District to dramatically improve health and safety on LAUSD campuses and a written plan to improve the conditions of dozens of LAUSD schools with unsafe and unhealthy conditions.
- UTLA is also seeking improvements in hours, duties, and other areas covered in Article IX of the UTLA-LAUSD contract.

Support contract talks and the fight for a fair pay raise!

So far the District has not offered ANY salary increase for our hardworking members. Put the District on notice December 6 that you deserve better!

Bring your Post-It notes with the messages that LAUSD needs to hear. Speak out on the issues that frustrate you the most: the ongoing payroll debacle . . . relentless top-down mandates stifling your classroom . . . \$0 budgeted for a salary increase.

December 6 demonstrations after school

Downtown Rally
LAUSD Headquarters
333 S. Beaudry Ave.
Los Angeles

Valley Rally
Local District 1
6621 Balboa Blvd.
Lake Balboa