



Negotiations Update

January 30, 2008

Payroll success: UTLA gets LAUSD to agree to revamp payroll system

Under new system, members on the traditional calendar would get two paychecks in August 2008.

A new agreement reached with LAUSD will revamp payroll for UTLA members, lessening the chance for errors and creating a more consistent payroll system.

“This is a major breakthrough in negotiations that will benefit our members, and once again, union solidarity has prevailed,” UTLA President A.J. Duffy says. “This progress has only been possible because of the intense pressure put on the District by UTLA rallies, boycott activities, our lawsuit, and our work in the legislative arena.”

In the wake of the payroll crisis, UTLA has been pressing for changes that would benefit our members, and in the end we secured almost all of the modifications we sought. A more detailed analysis of the changes will be available soon, but the major elements of the agreement are:

Paystub will be redesigned

UTLA members have been demanding a more easily understandable paycheck, and the District has agreed to redesign the paystub and to allow employee unions to be involved in the process. Unlike the last paystub that was implemented too quickly without proper precautions, the new paystub will be tested and payroll employees trained in explaining it before it is rolled out.

Elements of the payroll system will be revamped

- **Teachers will continue to receive a check every month.** LAUSD had wanted to eliminate annualization, which would have meant that most of our members would not get paychecks in the summer months. (Annualization is the process by which an employee’s yearly salary is divided over 12 months, even though that employee does not work every month.) UTLA said no to eliminating a monthly paycheck (a right in our contract that UTLA fought hard for) because we know that our members rely on monthly checks to pay bills, rent, and so on. Base salaries would not change from month to month.
- **UTLA members on the traditional calendar will get an extra check in August 2008.** During the first-year transition period under the new system, most members will receive two paychecks in August. One will be an “advance” on pay, which is like getting an interest-free loan on your salary. As it is now, LAUSD pays only one month of the annualized pay upfront; under the new agreement, it will pay two months up front.
- **No “skipped” paychecks for schools switching calendars.** As it is now, UTLA members switching from multi-track calendars to single-track face the possibility of not getting a check in August. This possibility will be eliminated under the new agreement. (On a related issue, UTLA has gotten the District to agree to audit two teachers as a test case to make sure that members at schools switching from multi-track to single-track in 2006-2007 were paid accurately and on time.)
- **Changes will be tested before implementation:** Like the new paystub, UTLA has secured the District’s commitment to test the system before implementing the changes.

The draft agreement can be read at www.utla.net