

# UTLA BARGAINING



March 18, 2008

## Zero urgency on safety + 0% raise = No respect

### Dissecting the District's latest contract proposal.

#### LAUSD "fiscal realities" missing a dose of reality

LAUSD is hiding behind next year's projected fiscal crisis to deny our members a fair salary increase this year. It's true that California is in a severe budget crisis, but it's also true that the state budget will not be finalized until late summer. Here are some of this year's "fiscal realities" LAUSD is neglecting to mention: LAUSD received a 4.53% cost-of-living adjustment from the state. Why hasn't that made its way onto the negotiation table? Also, the District reported a year-ending surplus of \$700 million to the state. Where has that money gone?

#### 0% raise offer

After all that our members have endured over the past year with the payroll fiasco, LAUSD acknowledges your fortitude with a 0% pay raise offer. Even in this crisis year, UTLA believes the money is there for a pay raise if the District reorders its priorities. There are still rich areas of bureaucratic fat that can be cut, such as the mini-Districts and contracts for consultants and attorneys. Other school districts are giving raises this year. If LAUSD doesn't, our pay will become less competitive.

#### District Official Package Proposal

Based on all the foregoing, the District officially proposes the following package in acknowledgment of local and state fiscal realities and the need for the parties to unite in their efforts to oppose statewide cuts in education funding:

1. Salaries for 2007-2008: All base salary tables, schedules and rates, career increments and differentials shall remain unchanged from the 2006-2007 school year.
2. All Language Proposals (Except Safety): Both parties will agree to withdraw all language proposals contained in their Initial Proposals, except for Article XXVIII (Safety).
3. Article XXVIII (Safety): The parties agree to continue negotiating over this Article until such time agreement is reached, or it is determined agreement cannot be reached.

#### UTLA safety proposals held hostage

In the wake of a rash of shootings near schools, an asbestos scare, and other extremely serious safety issues, the District refuses to negotiate UTLA's safety proposals with any sense of urgency. LAUSD is essentially saying that it will negotiate on safety only if we agree to accept a 0% raise and withdraw our other contract proposals. While LAUSD officials stay safely housed at Beaudry headquarters behind metal detectors, they are content to let our safety proposals languish. UTLA is fighting for safe passages to and from school, secure parking for employees, increases in campus security, enforcement of a student discipline code, and other changes that would make our schools safer for everyone.

#### LAUSD embraces status quo

UTLA believes that contract talks should always be a vehicle to move LAUSD forward by making changes that improve teaching and learning conditions. LAUSD wants UTLA to withdraw all of our contract proposals before it will talk about safety. Once again, the status quo is good enough for LAUSD.