



Chapter Talking Points

April 14, 2020

Info for chapter leaders

• 10 THINGS TO DO TO A BUILD STRONG STRUCTURE

These ten steps are key to enforcing our new agreement, protecting healthcare, and fighting cuts and layoffs:

1 Hold Chapter Chair elections and report results to UTLA. We are working out details on how to hold and report the elections under remote conditions. The elections should be held and reported to UTLA before the end of the school year.

1 Build your Chapter Action Team. You can build your team by grade level or by department, as long as you have one leader for every ten members. No chapter chair can manage all of this alone.

1 Study the Agreement with your action team and your entire staff. We all need to be vigilant and participate in enforcing the new rules.

1 Have weekly chapter meetings. They are essential now. Enlist someone from your group who is good with technology to help set up and facilitate the meetings. We will be sending you guidelines for chapter meetings later this week.

1 Meet with your CAT members approximately every two weeks to share information from your different areas, identify concerns and possible solutions.

1 Meet weekly with your principal. Take a co-chair or CAT member with you to the meeting. These should be regular weekly meetings.

1 Know your staff representative at UTLA and how to contact him or her. Here is a [link to UTLA Area representatives](#).

1 Know your four elected Area Board of director members. Make sure your CAT members also know the four [Area directors](#).

1 Demand to use your UTLA time at every faculty meeting. Remind all members to wear red to all faculty meetings.

1 Attend all Area Meetings or send a representative, including this week's special Area meeting and the Area meeting on Wednesday, April 29.

Virtual Area meetings this week and on Wednesday, April 29

There is a special Area Meeting this week to discuss details of the Agreement and steps to enforce it. Contact your Area Chair for date, time and instructions on how to join. There will also be an Area Meeting on Wednesday, April 29. Please be sure to participate in all Area meetings or have one of your team members participate.

Talking points for chapter meetings

- **We have a binding Agreement**

This is a great agreement which will help us bring clarity to the present situation. We were able to negotiate this agreement because of the collective power of our union. Still, we continue to work on many other issues — one agreement can't cover everything. The agreement creates a flexible work day, prohibits the requiring of live video for instruction, protects compensation and healthcare, puts parameters on excessive PD, and respects pedagogical discretion.

- **Clarity on some common questions**

Professional Development: The four professional development sessions that are due April 17 (total of 5 including the March 27 session) are still due since they were already scheduled before the Agreement. However, if technical problems persist, we will make sure the deadline is changed. Going forward, we have serious guardrails, such as limiting PD sessions to one hour and basing them on distance learning.

Grading: Many members and parents have reacted positively to the agreement on grading but some members are frustrated about not being able to lower student grades. Grades are how we create a sense of accountability. Yet, in these unprecedented times — when we know that 85% of our students are low income who may not have access to the internet or devices, or to a quiet place to do work at home — this agreement is the right thing to do.

IEP: We are in a difficult situation with Special Education. All sorts of federal guidelines drive it forward and they haven't given updated guidance. We continue working with our national unions to press Betsy DeVos to set down guidelines that we can use.

- **Violations by administrators or local districts**

If there are any directives from administrators or local districts which are in violation of the Agreement — most likely violations to the 240 minutes flexible schedule and no live video requirement — ask for the directive in writing and forward it to your Chapter Chair who will work with the UTLA Area Representative.

• **The Battle Ahead**

Healthcare expires in December and negotiations will start soon. Recession will follow this pandemic and that means calls for cuts and layoffs. We can't go back to 2008 when we lost educators and student programs and had to agree to furlough days. To win we need strong chapters at every site. Chapter Chairs cannot do this alone. Make sure you talk to your Chapter Chair about how you can help. We need to have the structure to support our agreement now and the fight going forward. We all need to participate.

LINKS

[Full text of the Agreement](#)

[Summary of the Agreement](#)

[Walk-through of Agreement on YouTube](#)

UTLA action calendar

Week of April 13: Special Area meetings

Wednesday, April 29: Area meetings