

# January: We Strike If No Agreement Is Reached After Fact-Finding

We are in a battle between Beutner's vision to downsize our public school district and our vision to reinvest in it. Beutner's path would lead to layoffs, school closures, reductions in student services, and healthcare cuts. Our path will help build a thriving, sustainable school district that attracts students and families.

**Beutner's Oct. 30 contract offer to UTLA members would permanently raise class size and tie a pay raise to extra work hours and healthcare cuts for new employees.** It would do nothing to hire more nurses, counselors, and teacher-librarians; end overtesting; invest in Community Schools; stop co-location and privatization threats; address the \$600 million drained every year by unregulated charters; and meet our other critical demands.

**The offensive contract offer and Beutner's secret plan to break LAUSD into 32 "networks" are part of the same scheme.** Beutner refuses to spend the \$1.86 billion reserve and is using claims of a fiscal crisis to justify cuts and "deregulation," laying the groundwork to dismantle LAUSD. He wants to build a privatized "portfolio" district, where clusters of schools are turned over to private entities, like what happened in New Orleans, Detroit, and Newark.

**With the fact-finding process under way, we will continue making every attempt to reach an agreement.** Our action plan takes us through fact-finding, right up to the holiday break, and ramps us up for a strike if one is necessary.

**It is clearer than ever that we must be ready to strike in January.**



## UTLA Action Plan

If the district continues to refuse to agree to a fair contract

### November 15: Parent Leafleting

We must reach even more parents and build our chapter-based parent lists.

### December 4: Faculty Meeting Boycott & Parent Outreach Phone Bank

Repurpose that time to hold parent-calling parties to contact every parent in our classes about the issues and invite them to the December 15 March for Public Education.

### December 6: Parent Leafleting

Continue our outreach and turnout for the march.

### December 7, 8, 9: Strike Prep Art Build

Educators, students, and families will be working with local and national artists to produce thousands of banners, picket signs, and posters to use in the march and potential strike. Everyone welcome! Details at [www.wearepublicschools.org](http://www.wearepublicschools.org).

### December 11: Faculty Meeting Boycott & Parent Outreach Phone Bank

More parent-calling parties for outreach and turnout to the December 15 March.

### December 15: LA March for Public Education

Our show of power will put pressure on the district to give us an agreement now, while also sending a clear message that we will strike if we have to. Gather at Grand Park/City Hall at 10 a.m. for a 10:30 a.m. start.

**January: Strike If No Agreement Is Reached After Fact-Finding**

# Preparing to Strike FAQ

While virtually all UTLA members are committed to strike if we have to, many of us have reasonable questions, and having the facts will help us better prepare. Here are answers to some common questions.

**Q: Would a potential strike affect my health benefits?**

A: As long as you are in paid status (work or paid leave) during the calendar month, the district-paid health benefits continue for that month and you continue receiving district-paid benefits for the next month. Those benefits in the second month are only retroactively rescinded if you don't work at all in that second month. Hypothetically, if we went on strike on September 4, we could be on strike until October 30, go back on October 31, and it would not be an issue. That's 41 work days in that example. The 1989 strike was nine days.

**Q: What about probationary teachers. Can we strike?**

A: Probationary employees absolutely have the right to strike, and you should! The law is clear. Union activities like striking are legally protected. Look at teachers in West Virginia and Arizona: They didn't legally have the right to strike, yet they struck, they won, and no one got in trouble. Not a single probationary teacher has ever had any retaliation for past UTLA strikes.

**Q: Do I have to notify my principal or call for a substitute teacher when on strike?**

A: No. The district should expect that everyone is on strike. You do not need to take any action to notify your principal or call a substitute. Covering your classroom is the district's responsibility. Substitute teachers will be on strike too!

**Q: What about the work I do for afterschool services, clubs, teams, and other efforts?**

A: During a strike UTLA members will withhold ALL of our labor – both during and after the school day. We need to make sure that LAUSD sees how important our work is. During a strike we make them see that by not doing that work – any of it.

**Q: What do we do during a strike?**

A: Every day starts with picketing at YOUR school site. From there we will have different actions every day: marches, rallies, meetings, delegations, and other actions to demonstrate our unity.

**Q: Can students and parents join the picket line?**

A: Community supporters are always welcome, and their presence is important. Members of your family should also join; we are fighting for our families too.

**Q: How will we know if there is a strike or other important developments?**

A: Your chapter chair will be giving you regular updates and we will continue sending all-member emails. Check out UTLA's social media on Facebook, Instagram, and Twitter (@UTLANow) and our websites.



**CAMPAIGN INFO:** [www.wearepublicschools.org](http://www.wearepublicschools.org)

**BARGAINING INFO:** [www.utla.net](http://www.utla.net)