Reasons for Becoming a UTLA Member:

- Strong unions strive to enhance conditions on campus and prevent efforts to worsen those conditions
- Efforts are statewide and national, most recently to increase funding, protect due process rights, STRS/PERS retirement benefits
- GHC UTLA and Central UTLA represent our members locally when disciplinary actions are taken against them
- GHC UTLA and Central UTLA negotiate contracts and enforce them as specified in the Collective Bargaining Agreement
- Members have the ability to vote for their leaders and to vote on contracts negotiated on their behalf
- Membership in UTLA provides automatic membership in CTA/CFT, NEA/AFT and access to all member services
- All members receive $1,000,000.00 in liability insurance
- All members are provided access to CTAS/CFT Group Legal Services Program
- Members receive special rates on car and home loans and other financial services
- Benefits include low-cost auto, life and augmented health insurance
- Members may access discounts on travel and entertainment

The Charter Structure:

- Bargaining Unit Members are the majority of all Standing Committees and have served as chairpersons of each (Curriculum and Instruction, Student Services, Operations)
- Standing Committees make all policies required for the operation of the school. The Governing Board approves or rejects policies. The administration implements Board approved policies.
- Our nine-member Governing Board consists of non-interested parties who are selected by a committee of interested parties.

Structure of the Union unique to GHCHS:

- The Chapter Chair enforces the contract negotiated between UTLA and the GHCHS Governing Board.
- The Co-Chair leads the negotiating team in its interaction with the GHCHS Governing Board and represents the interests of bargaining unit members with UTLA. GHCHS uses an interest-based negotiating model.
- The Chapter Steering Committee is the policy making body of the GHCHS Chapter of UTLA and has the powers and duties consistent with our local constitution, contracts between UTLA and GHCHS and enumerated in the Educational Employees Education Act. Its acts and decisions are binding on Chapter Officers and bargaining unit members.

Enhancements:

> Over a sixteen-year period as a charter school, members of our bargaining unit benefited from $25 million in salary enhancements that included year-end bonuses, a 37.5 percent raise for all employees, salary incentives for longevity and leadership, an extended work calendar of up to 30 days for over 30 members of our bargaining unit, and a new salary tables.
> Salaries have been increased beyond those negotiated in LAUSD (equalization of step and column increases, additional steps, an 84 unit and 30-year cap on the salary table [top $118,126, Bachelor’s degree/30 years of experience; top $139,126, Doctoral degree/30 years of experience, extended work year, 30 days]).
> Differentials have been enhanced ($2,196 to $6,588) and are widely distributed with incentives for those in competitions.
> Department Chairs and Instructional Advisors serve a seven-period day. Chairs and Advisors of English, Mathematics, Social Studies, Science and World Languages and Cultures and receive one period to work with department members. Department Chairs in other departments receive release time as needed. Department leaders (Chairs, Advisors and Specialists in departments without Advisors— all bargaining unit members) are responsible for improvements in the instructional program through design and delivery of professional development, coaching, BTSA and induction.
> Bargaining unit member salaries whose assignment requires additional work (paid via differential or extended work year) are reported to STRS as part of the basic assignment thus increasing benefits in retirement.
> Class size has been substantially reduced by expanding the number of teachers hired with a ratio of 35:1 Additional classified staff has been hired to provide support.
> Allocation for instructional materials, for intervention (e.g. tutoring) and enrichment (e.g. field trips) and professional development (e.g. conferences) is widely available to individuals and departments.
Interest Based Bargaining is designed to increase participants’ awareness that successful bargaining depends on developing a positive ongoing relationship between the parties that permits achievement of shared goals without undermining both parties’ ability to achieve individual goals and protect traditional rights and practices.

**Interests:**
the underlying motivation for what you want out of negotiations

**Options:**
possibilities that require the agreement of both sides

**Standards:**
objective criteria that can be used to measure a fair agreement

**Alternatives:**
what you can do without agreement of the other side

**Batna:**
the best alternative to a negotiated agreement

**Steps in the Collective Bargaining Process:**
Sunshine • Negotiations • Tentative Agreement • Ratification • Adoption

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**Collective Bargaining at GHCHS**

**GHCHS Governing Board**
- Standing Committees
- Curriculum and Instruction
- Operations
- Student Services
- GHCHS Stakeholders

**GHCHS Chapter of UTLA**
- Chapter Organization
- Chair
- Co-Chair (Negotiations)
- Chapter Steering Committee
- GHCHS-UTLA Bargaining Unit

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**Scope of Bargaining:** arbitration, benefits including post employment, bidding for job assignment, school calendar, case loads, class size, class loads, compensation, contracting out of bargaining unit work, discipline, discrimination, dues (other payroll deductions), grievance procedures, health care plans, holidays, hours of work, instructional day, job/duty assignments, job reclassification, layoff (notice, order, reinstatement), negotiations ground rules, overtime, personnel files, preparation time, promotion, reduction in hours, released time, retirement (early), safety, seniority, student grievance policy, tools/equipment, training (when it impacts wages/hours), transfers, union access to employer facilities, union right to be present at grievance meetings, union right to information related to representation

**Status of Contract Negotiations:** We will begin negotiations on a hybrid learning plan shortly. Our collective bargaining agreement is in force until June 30, 2021. State law requires that both parties follow a series of steps prior to unilateral implementation of conditions of employment:

(1) **Sunshine:**
period of review where initial proposals are shared

(2) **Negotiations:**
parties consider (counter)proposals in good faith trying to reach an agreement

(3) **Tentative Agreement:**
an agreement submitted to members and to the Governing Board for ratification

(4) **Ratification:**
acceptance by a majority of bargaining unit and Governing Board members

(5) **Adoption:**
signatures affixed of authorized representatives of members and Governing Board or

(6) **Impasse:**
parties cannot reach agreement and the State assigns a mediator

(4) **Mediation:**
State mediator attempts to help the parties achieve agreement

(5) **Fact-Finding:**
production of an advisory report by representatives of both parties and the State

(6) **Unilateral Implementation:**
Governing Board implements unilateral conditions of employment; members authorize a strike

**Online Resources:** During this bargaining cycle, the parties agreed to extract applicable portions of the 2006-2009 UTLA-LAUSD Collective Bargaining Agreement that has served as our most recent bridge agreement and combine it with our current collective bargaining agreement and all other agreements that are currently in force. As soon as this process is complete, we will share the complete collective bargaining agreement with the members of our bargaining unit.

Zaslow - 2020