

FEB 15 2018

232

PREVIOUS PROPOSALS:

9/15/17 – UTLA Initial

**LOS ANGELES UNIFIED SCHOOL DISTRICT
RESPONSE TO UNITED TEACHERS LOS ANGELES
CERTIFICATED SUPPORT OF TRAINING FUND PROPOSAL OF
SEPTEMBER 15, 2017**

FEBRUARY 15, 2018

On September 15, 2017, UTLA put forth a "Certificated Support for Training Fund" proposal. The proposal calls on the parties to develop a plan for certificated employees to support classified employees who are accessing the Training Fund to become educators.

Bargaining demands related to other bargaining units are outside the scope of bargaining and are, indeed, prohibited by the Education Employment Relations Act ("EERA"). EERA specifically details those subjects that are within the scope of bargaining: "The scope of representation shall be limited to matters relating to wages, hours of employment and other terms and conditions of employment. 'Terms and conditions of employment' means health and welfare benefits . . . , leave, and transfer and reassignment policies, safety conditions of employment, class size, procedures to be used for the evaluation of employees, organizational security . . . , procedures for processing grievances . . . , the layoff of probationary certificated school district employees . . . and alternative compensation or benefits for employees adversely affected by pension limitations . . ." Gov Code § 3543.2(a)(1). EERA also explicitly provides that "[a]ll matters not specifically enumerated are reserved to the public school employer and may not be a subject of meeting and negotiating, except that this section does not limit the right of the public school employee to consult with any employees or employee organization on any matter outside the scope of representation." Gov Code § 3543(a)(4)(emphasis added).

While issues surrounding classified training are not enumerated as a subject of bargaining for certificated units and so EERA precludes the parties from meeting and negotiating about them, this does not preclude the parties from working collaboratively on these issues, and the parties intend to do so.

Should the District and Service Employees International Union, Local 99 (SEIU) come to agreement on a "Training Fund," and should SEIU be open to the idea, the District and SEIU will seek input from UTLA on ways in which UTLA unit members can assist with the Training Fund.