

NOTICE TO NEW LAUSD EMPLOYEES CONCERNING UTLA DUES/AGENCY FEES

The collective bargaining agreement between the Los Angeles Unified School District ("District") and United Teachers Los Angeles ("UTLA") provides that as a new, certificated bargaining unit employee of the District, you are required to do one of the following within your first 30 days of employment:

1. Join UTLA; or
2. Pay "agency fees," unless you come under the religious exemption listed below.

The agreement states at Article Vm, Section 4.0:

Agency Fee/Dues Obligation: "Commencing within thirty (30) days of an employee's initial employment, throughout the term of this Agreement, each employee (as defined in Article I of this Agreement) is required as a condition of continued employment either: (a) to be a member in good standing of UTLA, or (b) to satisfy the agency fee financial obligations set forth in Section 4.1 below, unless qualified for religious exemption as set forth in Section 4.2 below. Newly hired bargaining members shall have deductions for dues or agency fee made on the first warrant received from the District. If this warrant covers several pay periods, a deduction shall be made for each pay period.

Joining UTLA

If you join UTLA, you will be responsible for paying union dues, which are deducted from your paycheck. As a member of UTLA you are entitled to the benefits of membership, including the right to fully participate in the internal activities of UTLA, such as voting on collective bargaining agreements, internal union elections and eligibility for any member-only services and benefits, including valuable Educators Employment Liability coverage and legal services programs. We strongly urge you to join us in UTLA. For your convenience, a membership enrollment form is attached.

Paying Agency Fees

As an agency fee payer, you are not a member of UTLA and do not have access to all the rights and benefits that come with membership.

If you choose not to join, you will pay agency fees in an amount equal to the dues paid by members. You will also have the right to pay only that portion of dues required to finance UTLA's representational ("chargeable") activities, as determined by UTLA pursuant to an annual independent audit. These fees will be deducted from your paycheck and will not be more than the combined dues, fees and general assessments which UTLA members pay.

If you choose not to join UTLA and object to UTLA spending your agency fees on matters unrelated to collective bargaining and the administration of the UTLA/LAUSD contract, your fees will not go toward political contributions or certain aspects of lobbying, ballot measures, publications, organizing and litigation, as determined by law.

Religious Exemption

You can be exempted if you are a member of a bona fide religion which meets the legal standard for traditionally objecting to employee organizations. The exemption will apply only to an employee "who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations. . . ." An eligible employee will pay, in lieu of an agency fee payment, an amount equal to the agency fee, to a nonreligious, nonlabor, charitable organization. Should you wish to apply for this exemption, you should contact the District's payroll division at (213) 241-3187.