

AAALA Representative Assembly Meeting

Thursday, December 5, 2024

San Antonio Winery

Please use the QR code to share the following:

1. Concerns related to your department/unit
2. Suggestions/recommendations for future meetings



Your Union, Your Power:

Activating Positive Change

AAALA REPRESENTATIVE ASSEMBLY (HYBRID)

Thursday, December 5, 2024
5:00 p.m.-7:00 p.m.
San Antonio Winery



COMMUNICATION • TRANSPARENCY • COLLABORATION & PARTNERSHIPS

Welcome & Introductions



**Maria E. Nichols,
AALA President**



AALA THANKS AREY JONES EDUCATIONAL SOLUTIONS & LENOVO FOR SPONSORING TONIGHT'S DINNER

Robert Milstead, K-12 Client Executive
Erica Eichmann, Sales Manager



Today's Agenda

- ▶ Welcome and Introductions
- ▶ Approval of Today's Agenda
- ▶ Approval of Meeting Minutes for October 10, 2024
- ▶ AALA Treasurer's Report - October 2024
- ▶ President's Report
- ▶ Departmental Caucus Reports Regarding Teamsters Affiliation
- ▶ New Business
- ▶ Friends of AALA
- ▶ Adjournment



Today's Objective:

- ▶ Conduct Representative Assembly business
- ▶ Review where we are and where we are going with a possible union affiliation with Teamsters Local 2010
- ▶ Motion by Representative Assembly to bring a vote to the membership-at-large for affiliation
- ▶ Members at-large to vote if motion passes



Approval of Today's Agenda

Moved by:

Seconded by:

Discussion:

Calling of the question.



Approval of Minutes:

**AAALA Representative Assembly
October 10, 2024
(Roybal Learning Center)**

Moved by:

Seconded by:

Discussion:

Calling of the question.



Approval of Treasurer's Report - October 31, 2024

Moved by:

Seconded by:

Discussion:

Calling of the question.



DEPARTMENTAL CAUCUS REPORTS - AFFILIATING WITH TEAMSTERS LOCAL 2010

- ▶ Adult Education
- ▶ Early Education
 - ▶ Elementary
- ▶ School Support Administrators
 - ▶ Secondary
 - ▶ Unit J



Survey Data: Our Reality

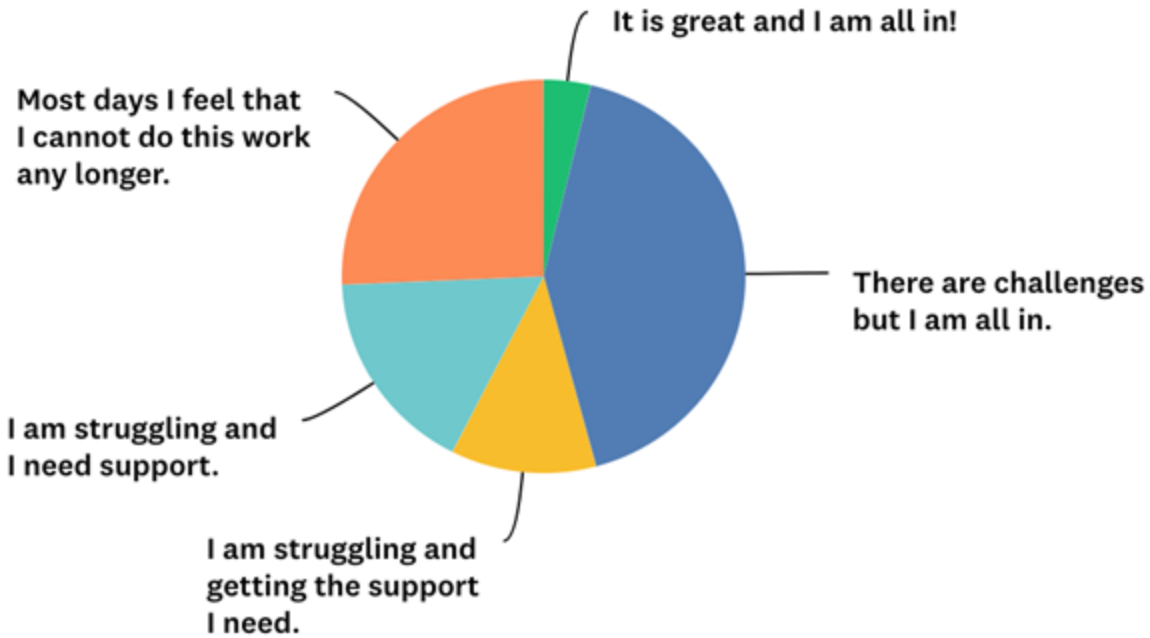
How has the increased workload affected/impacted working hours and the current working conditions?

50+ hours/week	88%
-----------------------	------------

60+ hours /week	44%
------------------------	------------



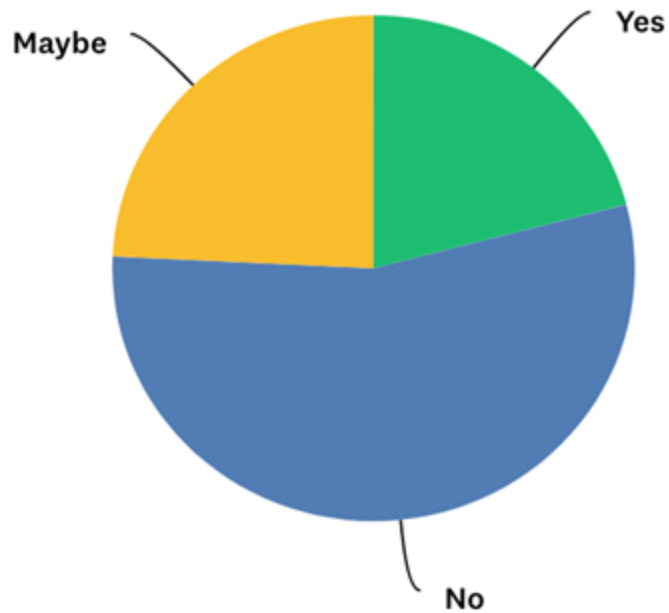
How do you feel about your working conditions right now?



It is great and I am all in!	3.76%
There are challenges but I am all in.	42.06%
I am struggling and getting the support I need.	11.66%
I am struggling and I need support.	16.85%
Most days I feel that I cannot do this work any longer.	25.66%



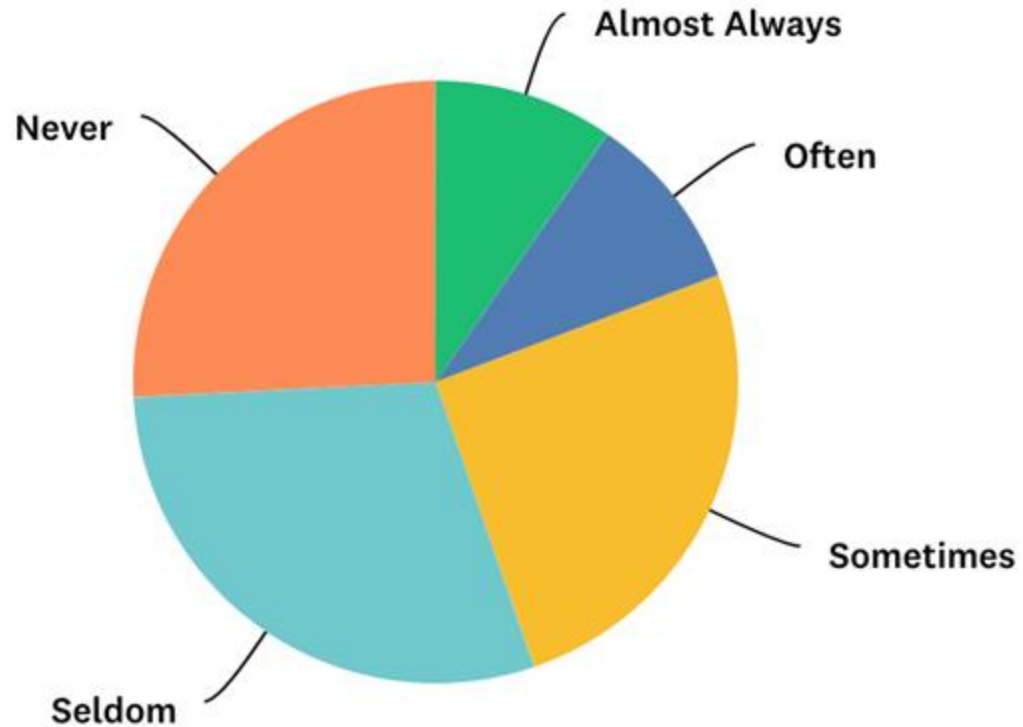
Are you thinking about voluntarily returning to your former classification or leaving the district?



Yes	20.95%
No	54.80%
Maybe	24.25%



My Region/Unit supports EDP/ Overtime requests



Almost Always	9.62%
Often	9.62%
Sometimes	25.48%
Seldom	29.48%
Never	25.79%

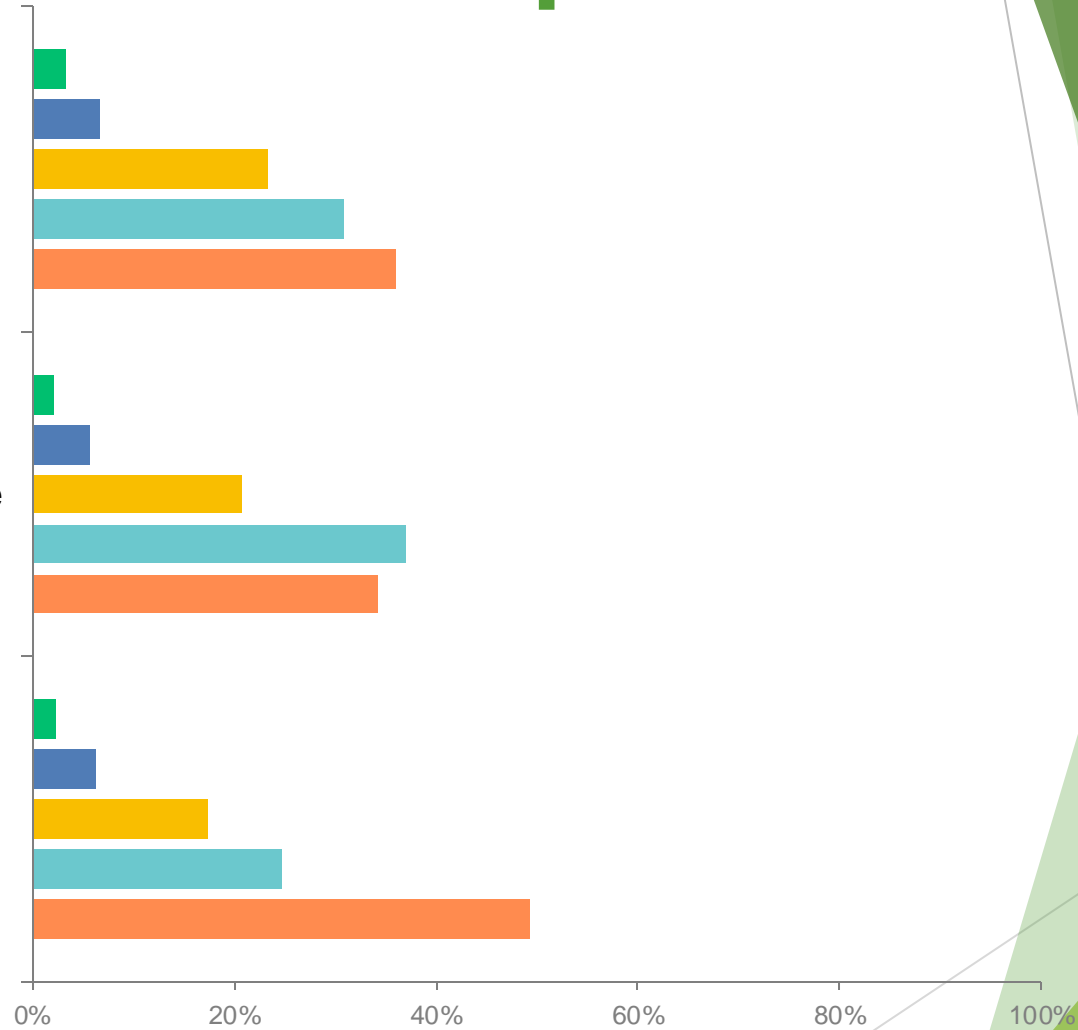


Rank in order of most important to you:

EDP/Overtime (Extra Duty Pay)

Flex Time

Quiet Weekends (No requests via emails, calls, texts from supervisors/Central Leadership)



■ Not Important at all

■ Of Little Importance

■ Of Average Importance

■ Very Important

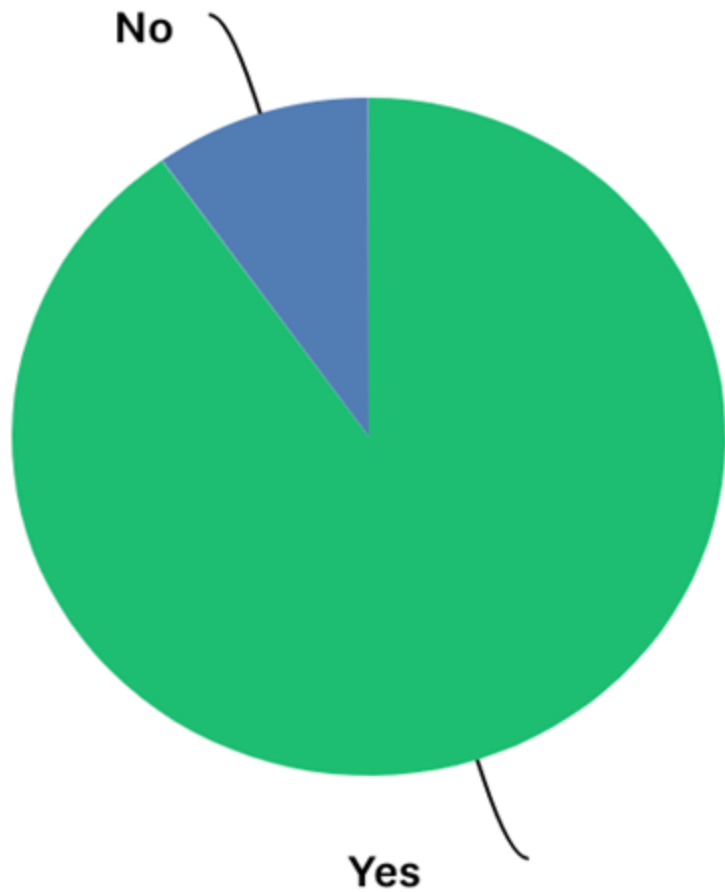
■ Absolutely Essential



Question from the October 2024 survey:

Should AALA affiliate with a local, state or national union to get staff and attorney representation in all due process administrative proceedings including, and not limited to representation with complaints filed before the California Commission on Teacher Credentialing?





Yes **90.18%**

No **9.82%**



What are we getting and at what cost?



UNION = POWER

Teamsters Dues

- AALA Members to increase to full Teamsters dues in increments over **4 years** to coincide with scheduled raises:
 - ✓ **July 2025** - \$25.00 for the year/\$2.08 a month
 - ✓ **July 2026** - Dues adjust to 0.75% of salary
 - ✓ **July 2027** - Dues adjust to 1.0% of salary
 - ✓ **July 2028** - Dues adjust to full Teamsters rate - 1.44% of salary



AAALA

Status Quo/Remain As Is

1. Union Representation at meetings:
 - Investigatory Interviews
 - Conference Memos
 - Discipline
 - Grievance Process
 - Solidarity with Labor Partners
 - Monthly Meetings
 - Health Benefits Committee
 - Servicing One Member at a Time
 - No Systemic Change between AALA & LAUSD
2. Dues remain the same \$45 monthly (\$540 yearly)



AAALA Teamsters Affiliation (Local 2010)

1. 1.3 million strong across the US, Canada & Puerto Rico
2. 20K members in CA education
3. Represents workers in every industry and occupation
4. Effective strikes and outcomes
5. Multiple affiliations with other labor partners
6. Robust communication strategies including a partnership with a PR firm
7. CBA support with working conditions/workload
8. Full support with CCTC legal defense (at no additional charge)
9. Passing of groundbreaking legislation:
 - AB 2053 - First anti-workplace bullying law
 - SB 931 -- First law to impose monetary penalties on Union-busting employers
9. Member Discounts: Home mortgage, Credit cards, Insurance, Travel
11. Two-year trial, after 4 years affiliation will be complete
12. Membership dues to increase to 1.44% by 2028 (Ex: \$100,00.00 a year = \$1,440.00 (\$120.00 monthly))



AAALA & Teamsters Stronger Together

Jason Rabinowitz



UNION = POWER

AALA and Teamsters: Stronger Together

- AALA has a long, distinguished record working for the rights and supporting instructional leadership of school administrators.
- AALA has the potential to accomplish even greater things for education and school administrators.



AAALA and Teamsters: Stronger Together

- Teamsters are America's strongest Union and Local 2010 is a powerhouse for workers' rights in California education.
- United together, AAALA and Teamsters would create unprecedented power to improve the lives of school administrators and support their educational mission at LAUSD - and potentially throughout California and the nation.



Immediate Action for AALA Members

- Following affiliation, Teamsters immediately to provide to AALA members:
 - ✓ Union negotiators and all needed resources and support for contract negotiations beginning January 2025
 - ✓ Training for Executive Board and bargaining team
 - ✓ Legal representation for bargaining



Immediate Action for AALA Members

- ✓ Union representatives for contract enforcement
- ✓ Organizing support with accretion of misclassified workers and signing up all non-members to full membership
- ✓ Action to stop contracting out of unit work
- ✓ Begin process to create Legal Defense Fund for members - to be in place no later than one year from affiliation



Affiliation - Negotiation and Approval

- **2-year commitment:** AALA members may reassess and vote to disaffiliate at **2-years**
- After **4-years**, affiliation is complete with Teamsters
- **AALA & Teamsters: Together Stronger!**



Affiliation - Negotiation and Approval

- Terms of Affiliation Agreement Subject to Negotiation Between AALA and Teamsters
- Affiliation to be approved by both organizations in accordance with their Bylaws
- AALA Board and Membership to Vote Affiliation
- Local 2010 Members to Vote Bylaws Amendments to Implement Affiliation



Affiliation - Rights of AALA members

- Immediately upon affiliation, AALA members become full members of Teamsters, with all benefits and rights of Teamsters membership, and access to all Teamsters resources
- AALA Executive Board will continue as AALA Division Board of Teamsters Local 2010 (exact name to be determined)



Affiliation - Rights of AALA members

- AALA President shall be the AALA Division President
- AALA President shall sit on the Teamsters Executive Board as Advisory member



AFFILIATION TIMELINE:

- Executive Board voted November 18, 2024, to bring forth recommendation to affiliate with Teamsters Local 2010 to today's Representative Assembly
- Town Hall November 21, 2024 - Casa Italiana
- Virtual Town Hall meetings December 3, 2024 & December 4, 2024
- Representative Assembly Meeting - Thursday, December 5, 2024, 4:30 p.m. - 7:00 p.m. @ San Antonio Winery/In-person & virtual



TIMELINE CONTINUED:

Voting begins: Friday, December 6, 2024 -
Thursday, December 12, 2024

(Subject to today's Representative Assembly
vote.)

Voting closes: Thursday, December 12, 2024, at
5:00 p.m.

Breaking News Results: Friday, December 13,
2024



AALA

ONE VISION, ONE VOICE, TOGETHER STRONGER



**Motion to put forth the affiliation with
Teamsters Local 2010 to the
membership-at-large**

**Moved by:
Seconded by:
Discussion:**

Calling of the question.

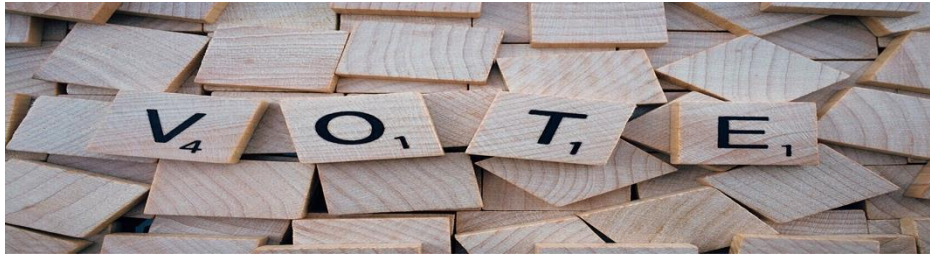


Voting Logistics

Voting is **ONLY** for **ACTIVE MEMBERS**

Zoom Participants:

- ▶ Will vote using an onscreen poll that will automatically pop up



▶ In-person participants:

- ▶ Will vote using the QR code placed at your table



**BECOME AN AALA ANGEL!
CONSIDER RAISING YOUR
MONTHLY CONTRIBUTION!**



Thank you for your participation!

Next Representative Assembly
Thursday, February 6, 2025

