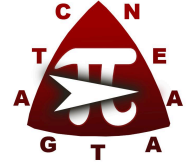




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BARGAINING UPDATE

June 3, 2024

ARTICLE 13–Wages:

GTA's Bargaining Team was disheartened that the District did not increase their wage proposal of 4% on base salary only (not on stipends or extra duties). Their proposal contains three effective dates between July 1, 2022 and July 1, 2023. Their team communicated that this is their "last, best, and final" offer. GTA's team did not counter.

The term "last, best, and final" offer indicates that the District is unwilling to negotiate a higher wage increase than 4%. Proposing a "last, best, and final" offer is a prerequisite for GUSD declaring impasse, forcing GTA into mediation, fact-finding, and ultimately attempting to impose their proposal on educators.

Should we settle (Option 1) or escalate our organizing work making impasse and a strike more likely (Option 2)?

This is a decision that belongs to GTA members. Every GTA member will have the opportunity to cast a **formal vote** on our next steps. This vote is different from the survey that members took last week. Ballots will be sent to personal email via Simply Voting on Tuesday, 6/4, and will remain open for two weeks.

HOW THE VOTE WILL IMPACT GTA'S RESPONSE:

If over 50% of GTA members vote for Option 2, GTA's bargaining team will continue to fight for a fair wage increase and organizing will escalate starting Day 1 of the 2024-25 school year. If not, GTA's bargaining team will settle. Because organizing requires large scale participation, not voting will be counted as a vote to settle.

 **GTA's Bargaining Team** 

Sarah Morrison (Chairperson), Emily Rogers (Secretary), Lenore Piskel,
Angelina Thomas, Maggie Malone, Alice Petrossian, Alex Moore (CTA)