



October 27, 2015

Dear Alliance Educators,

It has now been over seven months since UTLA began its effort to unionize Alliance schools. We remain disheartened by the divisive, dishonest, and disruptive tactics used by UTLA. We remain proud of the strength the Alliance community has shown in having an open and honest dialogue about the impacts of unionization. Even with all of the aggressive efforts of UTLA, it seems clear an overwhelming majority of you do not want UTLA as your representative. Now the union is making last-ditch legal maneuvers to try and salvage their campaign.

UTLA continues to put adult interests over student needs.

One piece of alleged “evidence” in the union’s legal claim against Alliance is the outrageous suggestion that school leaders standing in front of their schools at the end of the school day supervising students as they leave campus constitutes “surveillance” because a union organizer standing across the street was in direct line of sight of school leaders. We call on UTLA to respect school leaders’ responsibility to effectively run their schools and ensure the safety of students.

UTLA seeks to stifle opposing viewpoints in the unionization debate.

In its legal filing, UTLA asked the judge to issue an order that would mean Alliance leadership would have to “cease from ... disseminating communications concerning UTLA’s right to organize.” We are grateful that the Superior Court recognized the rights of Alliance to exercise its First Amendment rights and denied UTLA’s request for a gag order against Alliance. We know of a number of Alliance educators who feel intimidated and threatened by the UTLA organizers on their campuses and in Alliance parking lots. We call on UTLA to respect the rights of all Alliance teachers, including those who disagree with them.

UTLA falsely claims that Alliance has retaliated against one pro-union teacher.

This is a completely baseless and a despicable attack on the integrity of Alliance school leaders. No one at Alliance would ever make a personnel decision based on a teacher’s view on unionization. In fact, many UTLA petition signers have been offered (and taken on) leadership positions and stipend-earning career ladder opportunities in their schools and across Alliance. Based on the facts, the court rejected UTLA’s claim on this issue.

UTLA is attempting to organize Alliance at the same time it is increasing its anti-charter rhetoric.

UTLA has long been openly hostile to the very existence and expansion of charter schools like Alliance. As recently as October 12, UTLA President Alex Caputo-Pearl stated that *charter schools “create a race to the bottom that will hurt all schools and students [and will] dismantle public education.”*

UTLA has been prolific in sharing its information with Alliance educators.

Through emails, flyers and off-campus meetings, UTLA’s has inundated Alliance teachers with their messages. UTLA is not the exclusive representative of Alliance’s teachers or counselors. While you are welcome to talk to UTLA representatives, you are under no obligation to do so.

Your signature on any document given to you by UTLA, regardless of how that document is represented, could be considered a legally binding signature in support of unionization.

As we have said repeatedly, we recognize the rights of our teachers and counselors to decide on their own – free from coercion from anyone – whether you want or do not want to form a union at Alliance. We continue to encourage Alliance educators to get all the facts so that you can make an informed decision that is in the best interest of Alliance students, staff and families.

We are proud of our teachers and counselors, and we share your commitment to providing a high-quality education for Alliance students. We remain steadfast to our commitment to always put the needs of students first and foremost.