

ULA Guidance

In 2017, the Legislature passed a bill eliminating statutory default language on unrequested leaves of absence (ULA or layoff) in Minn. Stat. 122A.40, subd. 11. It is now critical for local unions to review existing contract language on ULA and negotiate a system that will work in your local setting.

The statutory default remains in place until June 2019, but the additional complicating factor of a new tiered licensure system beginning in 2018-19 means that locals should work to negotiate a complete ULA framework for the 2017-19 contract. Teachers holding tiered licenses could be in place in spring of 2019. If districts lay off teachers, we want contracts to have a complete ULA framework in place.

Because of the tiered licensure structure, we recommend incorporating changes to negotiated layoff provisions that account for differences between tiers.

Complicating matters further, individuals holding a Tier 1 license are not members of our bargaining unit, so we do not have the statutory right to bargain a layoff process that includes them. We recommend working to bargain explicit protections for teachers who have completed teacher preparation programs.

Documents

- [ULA FAQs](#)
- [ULA contract language bargaining alert](#)
- [ULA language checklist](#)
- [ULA sample language](#)

- [ULA sample language with checklist and citations](#)
- [ULA talking points](#)
- [MSBA recommendations](#)