

<b>Board Office Use: Legislative File Info.</b>	
File ID Number	18-1025
Introduction Date	5/23/18
Enactment Number	
Enactment Date	



**LABOR MANAGEMENT & EMPLOYEE RELATIONS**

# Memo

**To** Board of Education

**From** Marion McWilliams, General Counsel  
Jenine Lindsey, Director of Labor Strategy

**Board Meeting Date** May 23, 2018

**Subject** **"Sunshining" of the California School Employees Association (CSEA) Oakland Chapter 1 Initial Proposals to the District**

**Action Requested** Conduct a Public Hearing on the California School Employees Association (CSEA) Oakland Chapter 1 initial proposals (attached) for 2017-18 contract reopener with the District.

**Summary** Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and CSEA may begin negotiations for a new Agreement; the parties are required to present their initial proposals for public review and comments ("sunshining") the proposals.

**Fiscal Impact** Any tentative agreement will be within the District's financial ability to cover the anticipated costs.

**Recommendation** Conduct a Public Hearing on the California School Employees Association (CSEA) Oakland Chapter 1 initial proposals (attached) for 2017-18 contract reopener with the District.

**Attachments** CSEA's Reopener Proposals



AFL-CIO

California School Employees Association

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February 16, 2018

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18-1025  
5/23/18

Kyla Johnson Trammell, Superintendent  
Oakland Unified School District  
1000 Broadway, Suite 680  
Oakland, CA 94607

Re: Initial Proposal for the 2017-2018 contract reopener

Dear Superintendent Johnson Trammell:

The California School Employees Association and its Oakland Chapter # 1 (CSEA) hereby submit their articles for the 2017-2018 contract reopener for sunshine pursuant to the Educational Employment Relations Act Article 8, Public Notice 3547.

CSEA chooses to open the following articles:

**Article 5 - Salary Compensation:**

CSEA has an interest in improving the safety of the students and staff. This interest includes addressing the chronic vacancies and paying fair and equitable salaries.

- No less than wage and benefit compensation at the highest level offered any other employee organization.
- Signing bonus of \$10,000: \$2500 upon hire, \$2500 upon completion of probation, \$5000 after three years with the Department.

**Article 8 - Health and Safety Conditions:**

CSEA has an interest in addressing staff shortages that impact services and healthy and safe working conditions with abrupt needs for overtime assignments and excessive assignments including non-essential law enforcement duties. Until the department is fully staffed, officers shall not be assigned non-essential law enforcement duties including but not limited to: gathering and recording statistics, chauffeuring the superintendent or other staff and handling dispatch phones.

CSEA reserves the right to propose other amendments during negotiations as we look forward to a respectful and productive negotiations with the District.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Jerry Fillingim, Labor Relations Representative

JF/kt Cc: Gene Lombardi, Chapter President 1; Karen Keegan, Regional Representative 9; Mabelle Kessinger; Area C Director; Charles Goetchius, Field Director / Chapter File #1