

Board Office Use: <b>Legislative File Info.</b>	
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Introduction Date	4/12/23
Enactment Number	Hearing Held 4/26/2023
Enactment Date	



**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
Community Schools, Thriving Students

# Board Cover Memorandum

**To** Board of Education

**From** Jo Bates, Business Agent  
American Federation of State County and Municipal Employees, Local 257

**Meeting Date** April ~~12~~ 26, 2023

**Subject** American Federation of State County and Municipal Employees Local 257 (“AFSCME”) Sunshine- 2021 Reopener Negotiations (Public Hearing)

**Ask of the Board** Conduct a public hearing on AFSCME’s Sunshine for 2022-23 Reopener Negotiations.

**Background** AFSCME intends to modify articles to ensure that the provisions comply with state and federal law, and to enhance and support professional growth. Articles not opened for negotiations shall remain in full force and effect.

**Discussion** Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and AFSCME may begin reopener negotiations, the parties are required to present initial proposals for public review and comments. This process is often referred to as “sunshining.”

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

**Attachment(s)** AFSCME’s Sunshine for 2022-23 Reopener Negotiations.



**Local 257**

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February 17, 2023

Sent Via Email to: [kyla.johnson@ousd.org](mailto:kyla.johnson@ousd.org)

Kyla Johnson-Trammell  
Superintendent  
Oakland Unified School District  
1000 Broadway, Suite 300  
Oakland, CA 94607

Re: Sunshine Proposal for 2022-2023 Reopener Negotiations

Dear Superintendent Johnson-Trammell:

Pursuant to the Collective Bargaining Agreement between the Oakland Unified School District and the American, Federation of State, County, Municipal Employees (AFSCME), Local 257, we are hereby serving notice of our intent to enter into reopener negotiations. AFSCME's initial proposal includes:

Article 7 – Assignments, Promotions, Transfers & Vacancies

AFSCME proposes to modify this section to be in compliance with law, and to be consistent with the negotiated language in other District classified Union's Collective Bargaining Agreements.

Article 9 – Hours of Employment

AFSCME intends to modify this section to be in compliance with law, and to be consistent with the negotiated language in other District classified Union's Collective Bargaining Agreements.

Article 13 – Compensation

Me too. AFSCME is prepared to negotiate a fair and equitable compensation package for its unit.

Article 17 – Grievance Arbitration and Appeal Procedure for Disciplinary Actions

AFSCME intends to modify this section to be in compliance with law, and to be consistent with the negotiated language in other District classified Union's Collective Bargaining Agreements.

Clean up language:

Article 8 – Layoffs: Update to comply with the California Education Code layoff provisions.

Article 10 – Leaves of Absence: Update to comply with law, including adding the Juneteenth holiday.

Please provide us with dates to commence negotiations. We look forward to meeting with your team.

Sincerely,

Jo Bates  
Business Agent

cc: Dana Wood  
AFSCME Executive Board  
Jenine Lindsey