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**To:** Board of Education

**From:** Jacqueline Minor, General Counsel, Troy Christmas, Director, LMER

**Meeting Date:** May 9, 2012

**Subject:** "Sunshining" of the SEIU (OSEA & OCDPA), Local 1021 Initial Proposals to the District

**Action Requested:** Conduct a Public Hearing on the Oakland School Employees Association / Oakland Child Development Paraprofessional Association (OCDPA) - Service Employees International Union (SEIU) , Local 1021 initial proposals (attached) for full successor Agreements, effective July 1, 2012, with the District.

**Summary:** Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and OSEA/OCDPA - SEIU 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 Oakland School Employees Association / Oakland Child Development Paraprofessional Association (OCDPA) - Service Employees International Union (SEIU) , Local 1021 initial proposals (attached) for full successor Agreements, effective July 1, 2012, with the District.

**Attachments:** OSEA/OCDPA - SEIU's Initial Proposals



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**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021  
100 Oak Street  
Oakland, California 94607**

**Initial Proposal for successor agreement for OSEA / SEIU, Local 1021  
to  
Oakland Unified School District**

**March 30, 2012**

Mr. Troy Christmas:

In accordance with the Collective Bargaining Agreement between the Board of Education of the Oakland Unified School District and Oakland School Employees Association, Service Employees International Union, Local 1021, hereby make official notice for a full contract renewal on a successor agreement.

The contract will be set to expire on June 30, 2012. SEIU Local 1021 proposes to negotiate language, terms and conditions of our successor contract agreement and all appendixes, including all Side Letters of Agreement.

SEIU submits the following initial contract proposals for Full Contract Renewal for July 1, 2012 to June 30, 2015.

1. The Collective Bargaining Agreement (CBA) between the Board of Education of the Oakland Unified School District and Service Employees International Union, Local 1021, shall be renewed for three (3) year period beginning July 1, 2011 and ending June 30, 2015.

The Collective Bargaining Agreement (CBA) between and for the Oakland School Employees Association, Service Employees International Union, Local 1021 (OSEA/SEIU Local 1021), representing **Permanent Paraprofessionals (IAs) and White Collar (WC) Employees** and Oakland Unified School District shall be renewed for a three year period ending June 30, 2015.

The Collective Bargaining Agreement (CBA) between and for the Oakland School Employees Association, Service Employees International Union, Local 1021 (OSEA/SEIU Local 1021), representing **"Substitute" Paraprofessionals (IAs) and White Collar (WC) Employees** and Oakland Unified School District shall be renewed for a three year period ending June 30, 2015.

The Collective Bargaining Agreement (CBA) between and for the Oakland Child Development Paraprofessional Association, Service Employees International Union, Local 1021 (OCDPA/SEIU Local 1021), representing **permanent employees** and Oakland Unified School District shall be renewed for a three year period ending June 30, 2015.

**Budget & Finance Committee**

Peggy La Rossa Mary Jane Logan Mercedes Riggelman Nadeen Roach Dann Solomon Michael Tong

100 Oak Street • Oakland, CA 94607 • 510-350-4527 • 877-510-1021 • Fax 510-451-6928

Service Employees International Union CtW, CLC • www.seiu1021.org

Mr. Troy Christmas re Initial Proposal for Successor Agreement  
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The Collective Bargaining Agreement (CBA) between and for the Oakland Child Development Paraprofessional Association, Service Employees International Union, Local 1021 (OSEA/SEIU Local 1021), representing **“Substitute” Paraprofessionals (IAs) and White Collar (WC) Employees** and Oakland Unified School District shall be renewed for a three year period ending June 30, 2015.

2. There shall be salary re-opener for all bargaining units for the Fiscal Year 2013-2014 and Fiscal Year 2014-2015.
3. Me-Too-Clause – If any bargaining units receive a total compensation package for fiscal years: 2012, 2013, and 2014 from the District which exceeds the total compensation package paid to SEIU Local 1021, the District shall implement comparable total compensation package.

SEIU Local 1021 has the right to amend, modify or delete any proposals during the negotiations process.

Please sunshine this Initial Proposal as our request for full contract negotiations with the Oakland Unified School District as early as possible. Please contact Ronda Goldsby at 510-710-0197 or via email at [ronda.goldsby@seiu1021.org](mailto:ronda.goldsby@seiu1021.org) at your earliest convenience to arrange a mutually suitable date and time to negotiate our contract.

Sincerely,



Ronda Goldsby,  
Field Representative

RG:jbv

cc: Victor Ward, Oakland Unified School District, 1025 2<sup>nd</sup> Ave., Oakland 94606  
Nely Obligation, SEIU Local 1021 Field Director, Schools Industry  
Mynette Theard, OSEA/OCDPA Chapter President  
Bettie Reed-Smith, OSEA/OCDPA 1st Vice-President  
Rita Bailey, OCDPA, 2<sup>nd</sup> Vice-President  
Vanessa Brooks, OSEA, 3<sup>rd</sup> Vice-President  
File

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