

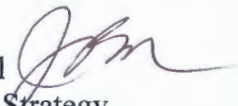
Board Office Use: Legislative File Info.	
File ID Number	15-1212
Introduction Date	6-24-15 Hearing Held; Closed
Enactment Number	
Enactment Date	



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

To: Board of Education

From: Jacqueline Minor, General Counsel 
Troy Christmas, Director of Labor Strategy

Meeting Date: June 24, 2015

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 2014-2015 contract reopener with the District.

Summary: Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and OEA 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 2014-2015 contract reopener with the District.

Attachments: CSEA's Reopener Proposals

March 16, 2015

Superintendent Wilson
Oakland Unified School District
1000 Broadway, Suite 680
Oakland, CA 94607-4033

Re: INITIAL PROPOSAL FOR 2014-15 CONTRACT REOPENER

Dear Mr. Wilson:

The California School Employees Association and its Oakland Chapter No. 1 (CSEA) hereby submit their initial proposal for the 2014-15 contract negotiations reopener for sunshine pursuant to the Educational Employment Relations Act Article 8, Public Notice 3547.

CSEA proposes to amend the following articles:

Article 5/Appendix A - Salary Compensation, to ensure that bargaining unit members receive a fair and equitable increase in salary to a level that is comparable to similarly situated officers' pay, improve longevity incentives, and to establish additional steps on the salary scale.


Article 6 - Hours of Employment, to create a more appropriate and desirable work shifts.

Article 9 - Health and Welfare Benefits, to ensure that bargaining unit members receive a fair and equitable increase in employer contributions for health and welfare benefits. Additionally, CSEA seeks to decrease or eliminate the six month probation period for effective date of new member's health coverage.

CSEA reserves the right to propose other amendments during negotiations. CSEA looks forward to a respectful and productive negotiation with the district.

Sincerely,
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Gene Lombardi
President, Oakland Chapter 1


Ryan H. Apperson
Labor Relations Representative



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