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Board Cover Memorandum

To Board of Education

From American Federation of State County and Municipal Employees

Meeting Date October 13, 2021

Subject Public Hearing by the Board of Education - “Sunshining” of the American Federation of State County and Municipal Employees Local 257 (“AFSCME”) 2021 Reopener Negotiations

Ask of the Board Conduct a public hearing on AFSCME’s Sunshine for 2021 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.

Recommendation Conduct a public hearing on the AFSCME’s Initial Proposals for reopener negotiations.

Attachment(s) AFSCME’s Sunshine for 2021 Reopener Negotiations.



Local 257

80 Swan Way, Suite 110
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October 6, 2021

Sent Via Email to: kyla.johnson@ousd.org

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

Re: Sunshine for 2021 Reopener Negotiations

Dear Superintendent Johnson-Trammell:

Pursuant to Article 13 – Compensation, Section 3 and Section 4 of the CBA 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 is prepared to negotiate in good faith a fair and equitable compensation package. We intend 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.

AFSCME is prepared to negotiate the following:

Article 7 – Assignments, Promotions, Transfers & Vacancies

AFSCME intends to modify this section to be in alignment with District-wide policies and procedures.

Article 10 – Leaves of Absence

AFSCME proposes to revise this section to reflect changes in state and federal laws, including the implementation of the Juneteenth federal holiday.

Article 13 – Compensation

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

Please provide us with proposed dates and times to commence negotiations. We look forward to meeting with your negotiating team.

If you have any questions regarding this matter, I can be reached at 510-715-7299.

Sincerely,

Jo Bates
Business Agent

cc: Nola Taylor
AFSCME Executive Board
Jenine Lindsey