

**RESOLUTION
OF THE
GOVERNING BOARD
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT**

RESOLUTION NO. 1718-0244

**SUPPORTING STRONG PUBLIC SECTION UNIONS POST A JANUS v. AFSCME SUPREME COURT
DECISION**

Resolution urging the Board of Education and Superintendent of the Oakland Unified School District to work with the public sector unions in Oakland Unified School District to ensure their health and success; and supporting the freedom of school employees to participate in strong unions post a United States Supreme Court decision on *Janus v. AFSCME*.

WHEREAS, All families should have the means to thrive in safe and healthy communities; and

WHEREAS, The working people who make our Oakland Unified School District run deserve good jobs that can be support families; and

WHEREAS, Over the last forty years, working people have become more productive than ever, yet real wages have declined and CEOs make more than ever before; i.e., 347 times more than the average person in 2016; and

WHEREAS, Being able to come together in unions gives people - particularly women and people of color - a powerful voice in speaking up for themselves, their families, and their communities and ensures they are treated with dignity and respect at work; and

WHEREAS, When people stick together in unions, they gain the power in numbers to raise wages and improve benefits like health care for themselves, their families, and all of our communities; and

WHEREAS, People working collectively together in unions have won victories like the 40-hour work week, overtime pay, and health and safety standards, as well as advanced policies especially important to women like paid leave, earned sick time, and reducing the gender pay gap; and

WHEREAS, When people can negotiate together for strong contracts, higher wages, and safer, dignified working conditions, all of us benefit, our communities are stronger, and our entire economy is made more fair; and

WHEREAS, The United States Supreme Court issued its decision in the case *Janus v. AFSCME Council 31* on June 27, 2018, which restricts unions from requiring dues from non-member employees; and

WHEREAS, The Oakland Unified School District, a public entity, understands its obligation to comply with all applicable state and/or federal laws; and

WHEREAS, This Resolution shall not be misinterpreted and/or misapplied in a manner that is noncompliant with state and/or federal law or impedes upon the rights of individual employees to hold diverse views; and

WHEREAS, the decision by the United States Supreme Court may impact public sector workers' access to strong unions that make our communities safe, more equitable, and strong; and

WHEREAS, In states where public union rights have come under attack, we have seen different outcomes - in

Wisconsin, for example, union membership has fallen 38% after the state passed a law curtailing collective bargaining in 2011, but in other states such as Ohio and New Hampshire, unions have been able to survive similar attacks through proactive strategies; and

WHEREAS, The Oakland Unified School District relies on those who work in public service to educate our children, provide health care and social services, drive our buses, pick up our trash, and more,

NOW, THEREFORE, BE IT RESOLVED, That the Oakland Unified School District supports the freedom of all employees to exercise their rights to a voice and dignity on the job; including those employees who exercise such rights through joining together in strong unions; and,

BE IT FURTHER RESOLVED, That the Board of Education is committed to working with the public sector unions in the Oakland Unified School District to ensure their health and success following the *Janus v. AFSCME* Supreme Court case decision by urging the Superintendent, and/or her designee(s), to work with public sector unions by engaging in good faith discussions around implementing a membership card, providing ongoing financial commitments of unit members and reasonable release time for rank and file union leaders to explain the implications of the *Janus* decision and to highlight the benefits of continued union membership to their school employee colleagues.

Passed by the following vote:

PREFERENTIAL AYE: None

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Jody London, Nina Senn, Shanthi Gonzales, President Aimee Eng

NOES: Vice President Jumoke Hinton Hodge

ABSTAINED: None

RECUSE: None

ABSENT: James Harris, Roseann Torres,
Student Director Josue Chavez, Student Director Yota Omosowho

CERTIFICATION

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on September 26, 2018.

Legislative File	
File ID Number:	18-1598
Introduction Date:	09/26/2018
Enactment Number:	18-1544
Enactment Date:	09/26/2018
By:	er

OAKLAND UNIFIED SCHOOL DISTRICT



Aimee Eng
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education