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Enactment Number	
Enactment Date	6-8-166





Memo

To

Board of Education

From

Jacqueline P. Minor, Co-General Counsel Marion McWilliams, Co-General Counsel

Board Meeting Date

June 8, 2016

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 the 2016-2019

Successor Agreement with the District.

Summary

Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and CSEA 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 the 2016-2019

Successor Agreement with the District.

Attachments

CSEA's Initial Proposals



California School Employees Association

2345 Stanwell Circle Concord, CA 94520

(925) 676-5755 (800) 464-7717 FAX (925) 676-8351

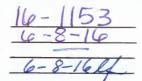
www.csea.com

Member of the AFL-CIO

The nation's largest independent classified employee association



File ID Number Introduction Date Enactment Number Enactment Date



May 16, 2016

VIA Electronic and US Mail Antwan.wilson@ousd.k12.ca.us

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

Re: INITIAL PROPOSAL FOR 2016-2019 SUCCESSOR AGREEMENT

Dear Mr. Wilson:

The California School Employees Association and its Oakland Chapter No. 1 (CSEA) hereby submit their initial proposal for the 2016-2019 successor agreement 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. Additionally, CSEA proposes to create a fair procedure for the posting of work schedules and the assignment of additional shifts.

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

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Ryan H. Apperson Labor Relations Representative

R. A. apri

RA/me

Cc: Gene Lombardi, Chapter President 1; Jenine Lindsey; Jeff Godown; Karen Keegan, Regional Representative 9; Marcos Gonzalez, Area C Director; Gabriela Echevarria, Field Director; Chapter 1 File