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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Memo

To Board of Education

From Josh Daniels, General Counsel
Jenine Lindsey, Exec. Director, Labor Strategy & ADR

Board Meeting Date October 6, 2021

Subject **“Sunshining” of the Oakland Unified School District’s (“District”) Initial Proposals to Teamsters Locals 853 and 70 (“Teamsters”)**

Action Requested Conduct a Public Hearing on The District’s Initial Proposals for a successor collective bargaining agreement (“CBA”) between the District and the Teamsters bargaining units effective July 1, 2021.

Summary The current CBA between the District and the Teamsters expired on June 30, 2021. Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and Teamsters may begin negotiations on the successor agreement to the current CBA, each party is required to present its 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 District’s Initial Proposals for a successor collective bargaining agreement effective July 1, 2021.

Attachments The District’s Initial Proposals to the Teamsters for a successor collective bargaining agreement effective July 1, 2021.



OAKLAND UNIFIED SCHOOL DISTRICT

OAKLAND UNIFIED SCHOOL DISTRICT'S

Public Sunshine of Initial Proposals to

TEAMSTERS LOCALS 853 AND 70

October 6, 2021

The Oakland Unified School District ("OUSD") submits this initial proposal to the Teamsters Locals 853 and 70 ("Teamsters") for a successor collective bargaining agreement ("CBA") between OUSD and Teamsters. OUSD proposes to modify, amend, or terminate sections of the CBA. Additionally, the District intends to negotiate any bargainable impacts or effects arising out of any temporary adjustments to District programs in light of the COVID-19 pandemic¹. OUSD proposes to modify, amend, or terminate the following sections of the CBA:

1. Article 5 Compensation
2. Article 6 Hours of Employment
3. Article 24 Duration

¹ Presently, the District has not determined that any bargainable impacts or effects exist, yet provides this document as its formal sunshine to facilitate any negotiations that may be required with the Teamsters to address any impacts or effects that may arise.