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Board Cover Memorandum

To Board of Education

From Tizoc Arenas, Business Representative
Alameda County Building and Construction Trades Council

Meeting Date December 10, 2025

Subject Building and Construction Trade Council’s (“BCTC”) Sunshine- Initial Proposals for a successor collective bargaining agreement (Public Hearing)

Ask of the Board Conduct a Public Hearing on BCTC’s Sunshine for Initial Proposals for a successor collective bargaining.

Background Pursuant to Section 3547 of the Educational Employment Relations Act, before representatives of the District and BCTC may begin negotiations for a new Agreement, the parties are required to present their initial proposals for public review and comments. This process is often referred to as “sunshining.”

Fiscal Impact To be determined based on the details of any tentative agreement

Attachment(s) BCTC’s Sunshine Letter



American Federation of Labor & Congress of Industrial Organizations
Building & Construction Trades Council of Alameda County
7750 Pardee Lane, Suite 100, Oakland, California 94621

November 6, 2025

Oakland Unified School District
Attn: Jenine Lindsey, Talent Division
1000 Broadway
Suite #450
Oakland, CA
94607

RE: Sunshining Current Collective Bargaining Agreement

Dear Ms. Lindsey,

In accordance with the Collective Bargaining Agreement (CBA) between the Alameda County Building and Construction Trades Council (BTC) and Oakland Unified School District (OUSD) for the period of 2022-2026, BTC is providing official notice to begin full contract negotiations on a successor agreement.

BTC is willing to meet and confer and bargain in good faith concerning wages, benefits and terms and conditions of employment for bargaining members of OUSD.

BTC proposes to open and negotiate the following articles in the CBA including, and not limited to:

Article 5 – Compensation

Article 6 – Hours of Employment

Article 7 – Leaves

Article 8 – Safety Conditions

Article 10 – Health and Welfare Benefits

Article 11 – Retirement

Article 22 – Concerted Activities

BTC will submit additional proposals at a later date and will reserve the right to add, amend, modify, and change its proposal.

Please sunshine this letter as per our request for full contract negotiations with OUSD at your next regular school board meeting. Please contact me at your earliest convenience to arrange mutually suitable date(s), time(s), place(s).

I can be reached at (510) 512-2013.

Sincerely,

Tizoc Arenas, Business Representative
Building & Construction Trades Council of Alameda County