



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 11.4

**Meeting Date:** June 15, 2017

**Subject:** Adoption of District Initial Proposal to Service Employee International Union Local 1021 (SEIU) Regarding the Collective Bargaining Agreement Negotiations

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: \_\_\_\_\_)
- Conference/Action
- Action
- Public Hearing

**Division:** Human Resources

**Recommendation:** Approve Adoption of District Initial Proposal to Service Employee International Union Local 1021 (SEIU).

**Background/Rationale:** Under the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to Approve Adoption of District Initial Proposal to Service Employee International Union Local 1021 (SEIU).

**Financial Considerations:** TBD

**LCAP Goal(s):** Safe, Clean and Healthy Schools

**Documents Attached:**

1. Sunshine Proposal to Service Employee International Union Local 1021 (SEIU)
2. Executive Summary

**Estimated Time of Presentation:** 3 minutes

**Submitted by:** Cancy McArn, Chief Human Resources Officer

**Approved by:** José L. Banda, Superintendent

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT**

**BOARD OF EDUCATION**

**June 15, 2017**

**Adoption of District Initial Proposal to Service Employee International Union Local 1021 (SEIU)  
Regarding the Collective Bargaining Agreement Negotiations**

**(2016-2017 Reopener and 2017-2020 Labor Negotiations)**

The current master agreement for the classified employee bargaining unit represented by the Service Employees International Union, Local 1021 (“SEIU”) expires on June 30, 2017. A copy of that master agreement is available for viewing on the District’s web site at [www.scusd.edu](http://www.scusd.edu).

Pursuant to Government Code section 3547, the District’s and SEIU’s initial bargaining proposals for a 2016-2017 reopener on Compensation only and for a 2017-2020 successor agreement are required to be presented at a public meeting where members of the public may comment prior to commencing negotiations. The District’s initial proposal for a 2016-2017 reopener and 2017-2020 successor agreement shall be presented to the Board of Education (“Board”) at this meeting for a first reading, and thereafter presented to the Board at a public meeting on June 15, 2017 for final approval and “sunshining”.

FIRST READING BY THE BOARD OF EDUCATION AS FOLLOWS:

The District hereby presents to the Board its initial proposal for Board comment. It is the District’s intent to work collaboratively with SEIU’s negotiations team to reach a fair and equitable agreement that protects the interests of students, parents/guardians, units members, and the District.

**2016-2017 Reopener** (compensation only)

**2017-2020 Successor Agreement:**

**Articles 1-5:** Revise these articles as necessary to reflect changes in state and federal laws and regulations and/or update outdated language and cross reference.

**Articles 6-7:** Propose to negotiate in good faith over total compensation within the limits of available financial resources, while maintaining a sustainable budget and fiscal solvency.

**Articles 8-24:** Revise these articles as necessary to reflect changes in state and federal laws and regulations and/or update outdated language and cross reference.

**Article 25:** Propose amendments, including but not limited to updating the term of the successor contract for a 3-year term.

The District proposes a comprehensive review of ALL ARTICLES, APPENDICES, AND ATTACHMENTS to identify any language and/or document that is outdated, obsolete, or no longer applicable to further update the successor contract for the benefit of unit members and their supervisors.

The District further reserves the right to present any other proposals in accordance with the requirements of the Educational Employment Relations Act, (EERA) California Government Code Section 3540 et seq.

# Board of Education Executive Summary

## Human Resource Services

### Adoption of District Initial Proposal to Service Employee International Union Local 1021 (SEIU) Regarding the Collective Bargaining Agreement Negotiations.

June 15, 2017 Board Meeting



#### **I. OVERVIEW / HISTORY**

Under the Educational Employment Relations Act (EERA), the District and employee organizations shall publicly present their initial proposals related to collective bargaining, which shall thereafter be public records (Government Code § 3547). The purpose of this item is to provide public notice of consideration and public notice of the District's initial proposal to Service Employee International Union (SEIU) Local 1021.

#### **II. DRIVING GOVERNANCE**

Government Code section 3547 requires that all initial proposals of the exclusive representatives and the public school employers that relate to matters within the scope of negotiations be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the proposal and provide any comments, and the proposal has been adopted by the Governing Board.

#### **III. BUDGET**

TBD

#### **IV. GOALS, OBJECTIVES, AND MEASURES**

Safe, Clean and Healthy Schools

#### **V. MAJOR INITIATIVES**

The District works to recruit, train, retain, and support a motivated, capable, and diverse workforce.

#### **VI. RESULTS**

The District intends to work with SEIU in good faith to negotiate over those items included in the District's initial proposal and any initial proposal submitted by SEIU.

#### **VII. LESSONS LEARNED / NEXT STEPS**

Approve the District's initial proposal.