



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.6

**Meeting Date:** November 2, 2023

**Subject:** Receive Initial Proposals Regarding Teamsters Union, Local 150 (Teamsters) Collective Bargaining Agreement Negotiations for 2023-2024 Successor

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

**Recommendation:** Receive Initial Proposals Regarding Teamsters Union, Local 150 (Teamsters) Collective Bargaining Agreement Negotiations for 2023-2024 Successor

**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 provide public notice and adoption of the District’s initial proposals

**Financial Considerations:** TBD

**LCAP Goal(s):** College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students and Operational Excellence

**Documents Attached:**

1. Initial Sunshine Proposal –Teamsters Union, Local 150

**Estimated Time of Presentation:** 1 minutes  
**Submitted by:** Cancy McArn, Chief Human Resources Officer  
**Approved by:** Lisa Allen, Interim Superintendent

Lisa Allen.  
Interim Superintendent  
Sacramento City Unified School District  
5735 47th Ave  
Sacramento, CA 95824

Dear Interim Superintendent Allen

In August of 2022 Teamsters (SPOMS/Supervisors Plant Operation Managers) closed the Contract with the District through the 2022 year. During negotiations we offered to also close the negotiations for the 2022-2023 year with a raise and a "me too" agreement. In following through with that interest Teamsters/SPOMS would like (**Article 6 Compensation**) to agree to the ongoing raise for the 2022-2023 year including the retroactivity and the off schedule raise received by SCTA. **Article 9** -We would like to see an annual footwear allowance of \$350

In addition to closing the 2022-2023 year we would also like to begin negotiations on our successor agreement beginning the 2023-2024 year with openers on years two and three for wages, benefits and other articles.

Our interests for the 2023-2024 year of our 2023-2026 successor agreement includes:

**Article 6 Compensation** -Wages a fair and equitable wage increase and not less than any other bargaining unit receives with "me too" language that we will provide. Increase our longevity We will provide specific percentage proposals at the bargaining sessions. 6.12.2 Add penalty for employee pay shortages made by the District not corrected and paid within 30 days.

**Article 9**.-Annual Footwear Allowance of \$350

**Article 10-Holidays** add an additional 2 holidays and any holidays that other bargaining units receive.

**Article 11-Vacations**-Add additional vacation accrual. Add additional vacation carryover.

**Article 17-Professional Growth**-We would like to make the eligibility get reduced from 18 months to 12 month. We would also like to provide additional areas for which our members can receive professional growth. We will provide specifics during the bargaining sessions.

**Article 23- Duration**-A new three year contract commencing July 1, 2023-June 30, 2026 with openers in years two and three for wages, benefits and up to two articles each.

**New:** Perform audit of Middle School and High School sites with goal to bring staffing to an acceptable level of standards and in alignment of expectations

Please complete the Sunshine process with this. We look forward to the District meeting with us for negotiations. Please contact us to schedule mutual times, dates and locations for bargaining.

Sincerely,

Alan Daurie  
Business Agent



Teamsters Local 150

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