



Potential Unfair Labor Practice Strike FAQ

Last Updated: April 15, 2025

1. WHAT IS AN UNFAIR LABOR PRACTICE?

An Unfair Labor Practice (ULP) is “an action by an employer that violates employees’ rights under labor laws.”

2. WHY HAS OEA FILED UNFAIR PRACTICE CHARGES AGAINST OUSD?

OEA has a signed agreement with OUSD from the 2023-24 school year regarding fulfilling Requests for Information (RFIs) in good faith. This was necessary because information requests are critical for representation and collective bargaining and OUSD has a long precedent of not fulfilling RFIs.

This school year, OUSD claimed that there was a “95 million dollar deficit” and, as part of their “budget balancing solutions,” threatened to close schools through mergers and withdraw from our healthcare agreement. OEA submitted numerous Requests for Information, including ones relating to the budget, school closures, and our healthcare to understand the full budget picture and bring real solutions through advocacy, board policy, and collective bargaining. Unfortunately, these information requests were often ignored, and in many cases we were given incomplete information. Throughout the year, OEA has filed 5 unfair labor practice charges against the District due to the District’s withholding of information and lack of compliance with the agreement around information requests, which mandated fulfilling information requests within 15 days.

The school year is coming to an end and, despite our best efforts to meet with the district, request information, and come to resolutions together, **we still do not know how many positions are being cut, which educators are being impacted, which funding sources have savings that can be used to restore positions at our sites.**

Your OEA bargaining team is ready to bring solutions around the impacts of the cuts to our sites but we can’t do it by ourselves; we need an active, transparent and accountable partner in this process. The district’s bad faith behavior in regards to fulfilling Requests for Information throughout the entire school year has severely limited our ability to understand the OUSD budget and effectively bargain the impacts on behalf of our members losing their jobs.



3. WHY DID THE OEA EXECUTIVE BOARD RECOMMEND THAT OEA MEMBERS TAKE A STRIKE AUTHORIZATION VOTE?

Your OEA Executive Board and Rep Council recommended a strike assessment to measure OEA members' willingness to take collective action against the District's Unfair Labor Practices, given the significant impact these practices have had on OEA's ability to fully represent our members, as well as prepare for bargaining. Given the supermajority (76%) YES response on the strike assessment, the OEA Executive Board has authorized an OFFICIAL STRIKE AUTHORIZATION VOTE.

4. IS OEA GOING ON STRIKE?

OEA is currently doing A FORMAL STRIKE AUTHORIZATION VOTE. A strike can only be authorized by the membership. A formal strike would be announced, pending the membership vote on the strike authorization. We are still eager for a resolution with OUSD that avoids a strike and we are doing everything possible to make that happen.

5. IF A MAJORITY OF OEA MEMBERS VOTE YES ON THE STRIKE AUTHORIZATION VOTE, WHAT HAPPENS NEXT?

Should the majority of the membership indicate, through the strike authorization vote, that they would vote "Yes" to going on an Unfair Labor Practice strike, the OEA President would be authorized to call a strike over unfair labor practices.

6. WHAT ARE THINGS THAT OEA LEADERSHIP HAS DONE TO GET INFORMATION AROUND THE BUDGET, PRIOR TO A STRIKE AUTHORIZATION VOTE?

In early September, the Health Benefits Governance Board (HBGB) labor unions were joined by the OUSD senior leadership team including the Chief Business Officer (CBO), the County Superintendent and the State Trustee. In this meeting, all labor partners were warned that if there were no cuts and closures the state would take over the district.

Because OUSD has been in receivership since the early 2000s and is currently close to exiting receivership, OEA leadership took the threat of budget cuts very seriously, given that a complete takeover could potentially put an end to our collective bargaining agreement, and leave an elected school board with no decision-making authority. The cuts and closures would impact school site staffing, student outcomes, and the overall stability of our district. However, neither the Association nor the Oakland community



have trust in OUSD's budgeting practices due to decades of fiscal mis-management and crisis budgeting (i.e. creating huge deficits throughout the school year, only to end with significant surpluses in reserves). With the stakes being so high, OEA decided to investigate the budget extensively.

OEA sprang into action and engaged in an information gathering campaign to ensure OUSD could not only stop the cuts and closures to school sites, but also to ensure a strong student-centered budget.

OEA requested information from the District, as well as meetings from the County Superintendent, the County Trustee, the Chief Business Officer (CBO). The meetings with the County and the Trustee were unhelpful, gave no further clarity, and went nowhere. Unfortunately, the meetings with the CBO didn't result in any progress towards understanding the budget any better and resulted in "data dumps" (excessive raw data that lacked context or analysis), further challenging our ability to make sense of the budget and avoid state takeover. Additionally, OEA filed formal Requests for Information (RFIs) in an attempt to gather the information necessary to bargain impacts to cuts and closures and effectively represent our members. Despite a written agreement that outlined OUSD's commitment to fulfill information requests within 15 days, the District repeatedly violated the agreement by sending incomplete and untimely information or not responding at all, demonstrating a lack of urgency and willingness to engage with OEA in good faith around budget solutions that would keep cuts away from students and school sites.

Because of the continued delays that ran the clock on being prepared to engage around the cuts to our schools, OEA filed Unfair Labor Practice (ULP) charges against OUSD. It is OEA's right to understand how the budget will impact our members, schools, students, and community, instead of blindly accepting OUSD harmful decisions that are directly leading to the loss of jobs and stability in our schools; despite OEA's best attempts to partner with the District and the County, the lack of information robbed us of the ability to advocate for and properly defend our members, our right to collectively bargain, and defend our public schools.

7. HOW LONG WILL THE STRIKE LAST?

We are calling for a 1-day strike. A united OEA – with parent & community support – will generate maximum pressure on OUSD to do right by students and teachers, resulting in a resolution that benefits students and OEA members alike.



8. WHAT IS OEA CURRENTLY DOING TO AVOID A STRIKE?

Your OEA bargaining team is ready to bring solutions around the impacts of the cuts to our sites but we can't do it by ourselves; we need an active, transparent and accountable partner in this process. The district's bad faith behavior in regards to fulfilling Requests for Information throughout the entire school year has severely limited our ability to understand the OUSD budget and effectively bargain the impacts on behalf of our members losing their jobs. We will continue to do everything in our power to engage in good faith with the district to resolve these issues and avoid a possible strike.

9. WHAT IF I ALREADY HAVE TIME OFF SCHEDULED?

If you already had personal time or medical leave approved before we called the strike, you do not need to cancel it. Your leave will stay on the books.