



BERKELEY CITY COUNCILMEMBER
TERRY TAPLÍN
DISTRICT 2

CONSENT CALENDAR
December 2nd, 2025

To: Honorable Mayor and Members of the City Council

From: Councilmember Terry Taplin (Author), Councilmember Tregub (Co-Sponsor),
Councilmember Lunaparra (Co-Sponsor)

Subject: Resolution for Unionization Efforts by Employees of École Bilingue

RECOMMENDATION

Adopt a Resolution in support of École Bilingue de Berkeley administrative, support, and enrichment staff unionization effort.

FISCAL IMPACTS OF RECOMMENDATION

None.

BACKGROUND

École Bilingue de Berkeley (EB) is a private PK-8th grade French immersion school on Heinz Avenue in Berkeley. In 2014, the faculty joined AFT/CFT, Local 6563. In 2015 they negotiated their first contract which improved working conditions and retention and provided for collaborative decision-making and job security.

Some ten years later, on October 21st, 2025, a super majority of administrative, support, and enrichment staff from EB requested voluntary recognition for a new bargaining unit in AFT/CFT Local 6563. Within 24 hours the school administration denied the request. Administration told staff they must proceed through the National Labor Relations Board.

As of November 6th, 2025, the federal government is still shut down. Because of this, the National Labor Relations Board has suspended processing representation petitions and conducting elections. This leaves the workers lacking a clear way ahead.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

None.

CONTACT PERSON

Terry Taplin, District 2 Councilmember, (510) 981-7120

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

RESOLUTION SUPPORTING UNIONIZATION OF ECOLE BILINGUE DE BERKELEY
STAFF

WHEREAS, a supermajority of staff at École Bilingue in Berkeley requested voluntary recognition for a new bargaining unit on October 21st, 2025; and

WHEREAS, the administration at École Bilingue de Berkeley refused to voluntarily recognize the staff union within 24 hours of the request, and instead instructed staff they would only proceed through the National Labor Relations Board; and

WHEREAS, the federal government has been shut down since October 1, leaving no viable option for staff to file a petition for a union election; and

WHEREAS, union representation has been consistently shown in empirical studies to improve working conditions; access to healthcare and sick pay; and wage parity for women, Black and Latinx workers, and other disadvantaged groups; and

WHEREAS, the NLRB reports that union representation petitions increased by 27% in Fiscal Year 2024, representing continued strength in the labor movement in the United States; and

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that École Bilingue de Berkeley administration is hereby urged to voluntarily recognize the union representation request by its administrative, support, and enrichment staff seeking to unionize under the Bay Area Federation of Teachers, Local 6563 as soon as possible and begin bargaining a fair and just collective bargaining agreement