



*Report From The Council*  
*Westin San Francisco Airport Hotel - Burlingame*  
*December 10, 2006*

**PRESENT**

Roseanne Becher, President	Debra Oshige, Vice-President
Laura Eastridge Murphy, Secretary	Linda Virden, Treasurer
Michelle Bomberry, Area 1 Director	Dawn Basurto, Area 2 Director
Roger Urroz, Jr., Area 5 Director	Maureen Keating, Grievance Co-Chair
Jeanne Akins, Area 2 Rep	Terri Pinkney, Area 2 Rep
Frankie Medina, Area 3 Rep	Norma Ortiz, Area 3 Rep
Vicki Kramer, Area 4 Rep	Marilou Saldajeno, Area 5 Rep

**ABSENT**

Rhonda King, Area 3 Director	Gina Domenici, Area 4 Director
Gerald LeDay, Area 5 Rep	Bob Quance, Area 5 Rep
Carole Hester, Newsletter Editor	

**GUESTS**

Katie Howard, General Membership Meeting Chair

The minutes from September 18, 2006 meeting were approved as presented.

**PRESIDENT'S REPORT**

Roseanne Becher welcomed the Rep Council and asked the body to introduce themselves.

The Labor/ Management summit held in December was attended by CTA, CSO and CAS Officers and management representatives. All parties agreed on the importance of finding a comfort zone within the three groups present at this meeting, agreed on the need for this type of dialogue and the need for it to go forward. Elaine Bernard from the Harvard Trade Union Program was the facilitator.

President Becher reported on the meeting with the Grievance Committee Co-Chairs and management on October 17, 2006

The NSO Western States CBC Meeting was held at the end of September and along with Roseanne Becher, Debra Oshige and Dawn Basurto also attended. Roseanne noted that one of the benefits of being affiliated with NSO is the opportunity to learn from other states and their experiences.

NSO WAR College is coming up January 12 – 13, 2007 and CAS is sending a record 17 attendees.

## **PRESIDENT'S REPORT CONTINUED**

Details of the recently negotiated settlement between labor and management in the Health & Welfare Trust were reported. Roseanne noted that materials have gone out to all of the Health Trust participants. One of the positives of the agreement includes an established budget for Wellness and incentive programs. Additionally, Labor and Management Trustees agreed to recommend to their respective bargaining teams to bargain an increase in contribution from 7% of employee payroll to 8% per year effective January 1, 2008. If any members have any further questions, they can contact CAS Health & Welfare Trustees.

## **VICE-PRESIDENT'S REPORT**

Debra Oshige reported on her participation in a session at the Region II luncheon with Rene Rambo-Rodgers on "Know Your Contract." The scenarios presented at the session were very informative and well received by members. Debra believes that we need to do more of these sessions.

CTA's proposed e-mail policy was discussed and the fact that this will likely be a bargainable issue in conjunction with CSO sometime in the future. Debra noted that we need to stress to our membership that ultimately CTA owns the CTA e-mail system. Concerns about some of the policies outlined in the CTA proposal were discussed as well as whether or not these standards are being equitably applied to all staff.

In her capacity as Bargaining Chair, Debra reported that we will need to bargain briefly with CTA to work on the contract language regarding the 1% contribution increase by CTA to the Health & Welfare Trust.

## **TREASURER'S REPORT**

Linda Virden distributed the CAS "Balance Sheet" and "Profit and Loss Budget vs. Actual Statement" from September through November 30, 2006.

It was noted by the Organizing Committee that one of their budget items was for the printing of the small contracts that was approved by the body as part of last year's budget. Linda Virden noted that this item was rolled into this year as the bills for August were actually paid in September. For the record, the Organizing Team clarified that these expenses were incurred in August (even though the bill was paid in September). The Organizing Team wanted to note that if they go over budget this fiscal year that this item may have contributed to this.

The auditors recommended by NSO were not available, therefore, CAS is continuing to use the old auditors.

The overage in the budget for "Telephones" was due to the need to change our cell phone account because we were on CTA's tax ID# & not the CAS tax ID#.

The body agreed to the Budget Chair meeting with Linda to work on the audit once the financial records are back from the auditors.

## **AREA REPORTS**

### **Area 1 – Michelle Bomberry**

The Area 1 Director reported that Rosemary Mangino and Pat Lerseth, both from Napa/Solano RRC, were the two new members elected to Rep Council.

The Region I Holiday Staff luncheon was held last Thursday and Pat Collins announced her retirement from CTA after 30 years of dedicated service – all in Region I. There was an issue regarding the inclusion of a Christmas prayer and whether or not it was appropriate to include that on the agenda for this luncheon.

The issue of the Eden RRC position was resolved with the position being made full-time.

The San Rafael office had, until recently, been without heat since being reported to the Property Management Supervisor back in October. After some research, it was discovered that arrangements were never made to hook up the gas meter and that the building had not been properly permitted for occupancy. Additionally, there is a situation concerning the plumbing/sewage system in the Napa/Solano RRC. There were also issues in the Concord RRC, mostly pertaining to the remodel that is underway. Staff has been advised to refer any issues pertaining to the remodel to the Region I Supervisor and the Property Management Supervisor.

CTA's proposed changes to the job of the CAS staff person who currently is assigned as a support person to ESP.

### **Area 2 – Dawn Basurto, Jeanne Akins & Terri Pinkney**

Dawn Basurto reported on the flying of the GR Specialist position that was originally flown with one job description, retracted, and later re-flown with a significantly different job description.

Dawn extended her gratitude to Jeanne Akins and Debra Oshige for their work on the Region II CAS Caucus at the Region II meeting. Jeanne and Terri Pinkney reported that 100% of CAS staff attended the CAS Caucus and that it went very well.

There have been some problems with GR staff being locked in the stairwell of the parking garage, which is in a separate structure than CTA's GR building. The Associate Executive Director in GR is going to look into the possibility of getting garage keys for staff.

Jeanne Akins reported on issues in the Citrus Heights office.

Jeanne Akins also reported on the continuing situation regarding a temporary employee supporting the Institute for Teaching in the Citrus Heights office and again noted that this position is going into a 2<sup>nd</sup> year .

## **AREA REPORTS CONTINUED**

Progress was reported on the new Region II headquarters move from Citrus Heights to Natomas, currently scheduled to move from in April of '07.

Terri Pinkney reported on the proposed sale of the Ceres building. A new staff member joined the Ceres RRC in October.

Terri thanked CAS for the excellent grievance training session yesterday.

### **Area 3 – Frankie Medina & Norma Ortiz**

Norma Ortiz reported the Ventura RRC building was inspected for possible mold, but none was found. There are no plans to move this office since CTA feels that there is no need to move out of this building as the inspection report did not show the presence of mold.

Norma also noted that there was CAS House Meeting held in November and that 21 CAS members attended. At the meeting, a conference call was held with Liz Tokar regarding Health & Welfare Trust issues. Staff was encouraged to fill out the Wellness Survey.

Harriet Tower is retiring at the beginning of the year and CTA is moving this position from Region III to Region I. Michelle Bomberry reported that this position has already been flown in Region 1.

### **Area 4 – Vicki Kramer**

Vicki Kramer reported that a CAS member was moved from Orange RRC, in Region IV, to Citrus Heights, Region II, and that the job was flown as a temporary position for 1 year.

The Temecula RRC has moved to Murietta.

She reported that there is an agency temp filling in for one of three members currently out on leave.

Vicki reported on changes to her own temporary assignment which was supposed to end in November, but will not end until next week.

The Region IV manager would not approve participation in the Flex Pilot Program.

A new Community Outreach person was assigned to the San Bernardino office. It was noted that Community Outreach and Human Rights are under the same manager and that this may result in a loss of a bargaining unit position. The grievance chair stated that in the event of layoffs there is a procedure that needs to be followed and that it needs to be reported to the Grievance Committee.

### **Area 5 – Roger Urroz, Jr. & Marilou Saldajeno**

Roger Urroz, Jr. reported on the pizza party held in Burlingame in September.

## **AREA REPORTS CONTINUED**

Roger welcomed the new Area 5 Rep, Marilou Saldajeno, and reported on the election of Henny Shaffer and Becky Johnston as Reps and Jem Mapano as an alternate Rep.

## **GRIEVANCE UPDATE – Maureen Keating**

Maureen Keating reported that Gina Domenici tendered her resignation as Co-Chair of the Grievance Committee (which has since been withdrawn). She asked and received unanimous approval from the body to add Vicki Kramer to the Grievance Committee.

There was an excellent grievance training held yesterday, facilitated by Patty Brown Barnes, Retired Uniserv Director of Illinois Education Association/NEA.

Materials pertaining to current grievances, settlements, dismissals, and arbitrations were distributed.

Maureen Keating also reported on the current terminations in pre-arbitration and the approval of Executive Board to take three grievances denied by CTA to arbitration.

She reported on the grievance that was filed regarding a Confidential Assistant doing bargaining unit work.

## **ORGANIZING UPDATE – Michelle Bomberry & Terri Pinkney**

Terri Pinkney reported that the Organizing Team will be in training on January 8 in Sacramento. On January 9, a joint CAS/CSO Organizing meeting will be held at the GR building. On Organizing Team meeting is scheduled for January 11 at the NSO WAR College. There will also be a planning session for the CAS General Membership Meeting.

Tables at Region I and II meetings were staffed by CAS members to distribute information about who we are. Michelle Bomberry thanked Yolanda Mogannam, Laura Eastridge Murphy and Becky Jo Adams for staffing these tables.

Michelle also reported on the “Organizing for Power” Multi-Day Training put on by CTA and presented the organizing plan that was created by CAS members at the training and went over the objectives of the plan.

Michelle Bomberry spoke about the Organizing Team’s plan to increase General Membership Meeting attendance by 10% each year and of the goal to increase member involvement.

Rep Council members were asked to provide updates to the statewide roster.

## **DIVERSITY COMMITTEE REPORT – Norma Ortiz**

Norma Ortiz presented the core values that came out of the Diversity Committee meeting and the subcommittee that was pulled from every branch of CTA employment and leadership to come up with the core values and the S.P.I.R.I.T concept.

## **DIVERSITY COMMITTEE REPORT CONTINUED**

Norma would like feedback from the membership on how they feel about the core values. The CTA Board recently approved these core values.

Some of the committee wants to develop a survey for us to answer. But there is controversy over this issue and while there may be some benefits to us from the survey, CAS and CSO are opposed to the idea. Norma advised that there is another meeting scheduled for January.

## **401k COMMITTEE REPORT – Norma Ortiz**

Norma Ortiz reported on the recent meeting of the 401k Committee. CTA has started to automatically enroll new employees in the match program with an option to opt out.

We will be getting new information on the 401k Plan with the new Pension Protection Act going into effect. Additionally, CTA plans to ask us every year if we want to increase our 401K by 1% per year.

Currently CAS has eight members putting in the maximum contribution and there are six members that are not participating at all.

Norma Ortiz advised that the core funds available to us are great. She also noted that there are other features available to us, such as participation in the various LifePath programs.

## **OLD BUSINESS – Roseanne Becher**

Roseanne reported on obtaining a storage facility for CAS files.

## **NEW BUSINESS**

None Reported

## **EXECUTIVE BOARD/REP COUNCIL MEETINGS**

The following have been established as meeting dates for the Executive Board and Rep Council:

March 16, 2007 – with the General Membership Meeting scheduled for March 17-18, 2007.

June 22-23, 2007