



*Report from the Council*  
*Westin San Francisco Airport Hotel - Burlingame*  
*September 18, 2006*

**PRESENT**

Roseanne Becher, President  
Laura Eastridge Murphy, Secretary  
Michelle Bomberry, Area 1 Director  
Rhonda King, Area 3 Director  
Roger Urroz, Jr., Area 5 Director  
Jeanne Akins, Area 2 Rep  
Frankie Medina, Area 3 Rep  
Vicki Kramer, Area 4 Rep  
Gerald LeDay, Area 5 Rep  
Carole Hester, Newsletter Editor

Debra Oshige, Vice-President  
Linda Virden, Treasurer  
Dawn Basurto, Area 2 Director  
Gina Domenici, Area 4 Director  
Maureen Keating, Grievance Co-Chair  
Denice Correia, Area 2 Alt Rep  
Norma Ortiz, Area 3 Rep  
Lisa Longabaugh, Area 4 Alt Rep  
Bob Quance, Area 5 Rep  
Kathy Hill, Immediate Past President, Ex Officio

**ABSENT**

Terri Pinkney, Area 2 Rep

**GUESTS**

Katie Howard, proposed General Membership Meeting Chair

**PRESIDENT'S REPORT**

Roseanne Becher welcomed the new and old members to Rep Council and thanked everyone for stepping up to volunteer. She stated that we are all union members and stressed the importance of understanding that the climate in the country is not favorable to unions. Unions are under a great deal of scrutiny; CAS leadership must make sure to follow our governing documents, the "Bylaws" and "Standing Rules," as well as established procedures.

CTA flew the CAS Field Services Specialist position for the Eden RRC as a part-time position, even though the position supports a full-time CSO staff member. Because CAS maintains that it should have been flown as a full-time position, a demand to bargain was issued and subsequently denied by CTA. The issue is currently being reviewed.

The New Staff Orientation was postponed due to a scheduling conflict with the extended Health & Welfare Trust meeting on September 15th. CAS is exploring the possibility of joining CSO's "New Staff Training."

President Becher reported on the following from the CTA Board Meeting:

- o Bob Stenhouse announced his retirement— effective Jan. 2007.
- o NEA is sending staff to assist with the coming election.
- o CAS staff members were honored for their work on "MyCTA."
- o Department of Human Resources developed a report, "Demographics of CTA Employment" that was presented at the CTA Board meeting. It identifies information of staff by classification, ethnicity, and gender, current vacancies, hiring practices, etc. A copy was shared with the body.
- o CTA will hold a Statewide Staff Meeting on April 10 & 11, 2007.

### **PRESIDENT'S REPORT CONTINUED**

The make up of the Joint CTA/CAS Reclassification Committee was discussed in a meeting with Bob Stenhouse and both CTA and CAS will seek an unbiased "neutral" person to sit on the committee. Elaine Barnard from the Harvard Trade Union will be contacted for names of a potential "neutral" person to serve on the committee.

The CAS Committee recommendations for 2006-07 were presented to the Council. After additions and changes were made the Rep Council approved the recommendations.

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

Debra Oshige stated that she is looking forward to working with the body and serving as a liaison to the committee chairs. Scheduled to attend the NSO's CBC meeting in September, Debra will also be one of the trainers at this years NSO WAR College. She will be presenting a piece on organizing for power, relational organizing and women's ways of organizing. Past President, Kathy Hill was also invited to be a trainer at NSO WAR College in January 2007.

### **TREASURER'S REPORT**

Linda Virden distributed the CAS "Balance Sheet" and "Profit and Loss Budget vs. Actual Statement" for the year ending August 31, 2005. She reported that the Bargaining and Elections committees were over budget. The Representative Council discussed the overage of the Bargaining team budget at great length. It was noted that as bargaining was concurrent with CSO for the first time in our history, some unanticipated expenses may have been incurred.

The proposed budget for this year was also distributed and following continued dialogue related to the Organizing Committee and the CAS General Membership meeting. An adjustment to the proposed Organizing Committee budget was approved.

Additionally, the Treasurer advised Rep Council that NSO dues have increased.

### **AREA REPORTS**

#### **Area 1 – Michelle Bomberry**

The Area 1 Director reported that two CAS members were fired from Region I, generating concern throughout the Region. Grievances for both members have been filed.

Michelle stated, that as the Region I supervisor conducted Performance Reviews at the end of August, it was stressed to each CAS member that she is the direct supervisor. During these Performance Reviews, the supervisor made it clear they would likely be her last round of Performance Reviews as she is planning to retire soon.

Prior to the Region I CAS meeting on October 2<sup>nd</sup>, requests were made for clarification of the changes to the accrual of comp time as CAS members have had several questions regarding this issue.

The Region I all staff meeting was cancelled due to the Statewide Staff Meeting in April.

## **AREA REPORTS CONTINUED**

It was noted that the safety issues in the Concord RRC are being addressed. However, to prevent any problems with the Property Management supervisor placing blame on CAS staff for problems in the buildings, Michelle has requested that building and/or safety problems in Area 1 be reported to her, in addition to the Property Management supervisor, and the member's immediate supervisor.

### **Area 2 – Dawn Basurto and Jeanne Akins**

Dawn Basurto and Jeanne Akins both reported that a "temporary" employee in the Citrus Heights office is starting their 2<sup>nd</sup> year in that position and it appears CTA has no plans to end this "temporary" position in IFT.

The ABC supervisor in Governmental Relations is now also supervising the legislative secretaries. CAS will be monitoring this supervisor's contract interpretations of overtime.

The Research Specialist position moved from Burlingame to Governmental Relations has been filled.

The legislative secretaries were finally reclassified, as well as the ABC secretary.

An update was given regarding the progress of moving the Region II headquarters, from Citrus Heights to Natomas, currently scheduled for March of 2007.

A house meeting was held at the Region II meeting. Rene Rambo-Rodgers and Kathy Hill held a session on "Knowing Your CAS Contract" at this meeting, which was very well-received by the CAS staff. Among the topics discussed were the various interpretations by management of the new comp time accrual and how the grievance committee will handle this when it arises and the Bargaining Team's interpretation of comp time accrual.

### **Area 3 – Rhonda King, Frankie Medina and Norma Ortiz**

Rhonda King reported that Area 3 begins the New Year with a new director, two new reps and a new alternate.

The area will focus on organizing the members.

Frankie Medina reported on the recent theft in Santa Fe Springs. She advised that staff has asked for reimbursement of stolen personal items, but they have not heard back from CTA. The issue is to be on the agenda of the next meeting with CTA management.

There was a Region 3 Staff Meeting in September and the CAS staff met during lunch. Information was gathered to put together a directory for the area.

### **Area 4 – Gina Domenici and Vicki Kramer**

Gina Domenici reported that there was an ADA claim filed in the Area as a result of CTA changing the hours of a member.

## **AREA REPORTS CONTINUED**

The Temecula RRC office will be moving to Murrieta.

The regional supervisor called in CAS staff to discuss interpretation of the comp time rules.

Two vacant CSO positions in NODD will not be filled until after the November campaign. However, a new, temporary NEA staff person will be coming to CTA to assist with the campaign and Gina was asked by the manager to assist this NEA staff person. Roseanne Becher noted she would address this situation at the next management meeting, as well.

Vicki Kramer reported that there is an issue with CAS staff regarding flex time. Jeanne Akins advised on what has been discussed and agreed upon with CTA regarding flex time.

Vicki also reported that the unapproved e-mail policy is being included in new employee packets.

Several Performance Reviews were done in the area prior to the close of the fiscal year.

### **Area 5 –Roger Urroz, Jr., Gerald LeDay and Bob Quance**

Roger Urroz reported that a member was terminated at the end of a 2<sup>nd</sup> 45-day correction period in headquarters in the Property Management department. Roger had requested that CTA delay any action until his return from his Summer Institute assignment, as he had been representing this member and wished to continue to do so, but CTA did not wait. CAS has filed a grievance.

A new high-tech copier was delivered to Burlingame. Gerald LeDay reported on the construction and installation of the new copier at headquarters, which is considered a digital press. This copier takes the place of the printing equipment in Office Services.

Area 5 held a successful pizza party recently where many CAS volunteers stepped up to serve on committees and assist CAS in many ways.

### **RETIREMENT and HEALTH & WELFARE TRUSTS – Roseanne Becher & Maureen Keating**

Roseanne reported on the August Health & Welfare Trust meeting and the continuation of that annual meeting held September 15<sup>th</sup>. The labor Trustees are not in agreement with the management Trustees on how to achieve the cost savings that were mandated as part of the recent Collective Bargaining Agreement. While the Trust is continuing to look at cost savings proposals, many other items of Trust business are being delayed. The changes to the pharmacy prescription plan will take effect January 1, 2007. In closing, the Trust encouraged all staff to get flu shots. The Trust is working on setting up flu shots at various sites.

Maureen Keating reported on behalf of the Retirement Trust. It was stated that due to new legislation passed by the Bush administration, the "Pension Protection Act" would cause countless Pension trusts in the U.S. severe difficulty, resulting in the failure for many. Though

**RETIREMENT and HEALTH & WELFARE TRUSTS CONTINUED**

our Trust is well funded, thanks to the fantastic performance of our investment manager and the contributions from CTA; our Trust is critically vulnerable per this new PPA legislation, which goes into effect in 2008. The Retirement Trust will know more about the negative impact of this legislation after the next Trust meeting in December.

**GRIEVANCE UPDATE – Gina Domenici and Maureen Keating** (See attached report)

Gina spoke about the ongoing grievances carried over from the prior fiscal year. She stated that she still needed to speak with Dean Chandler, former Grievance Chair, about some of the grievances that were carried over.

Maureen reported that the committee wants to have an entire day of grievance training for Rep Council in conjunction with the next Rep Council meeting.

**ORGANIZING UPDATE – Michelle Bomberry**

Michelle Bomberry thanked everyone who volunteered for CAS organizing events during the summer conferences. She reported on last month's meeting of the Organizing Committee and said there are plans for two events in Areas 3 and 5 – a picnic or a day at the park.

Michelle stated that tee shirts approved at the last Rep Council have been ordered and will be distributed shortly.

The "Tips and Facts" brochure will continue to be distributed and the plan is to publish them on a quarterly basis.

She also indicated that joint meetings with CSO's Organizing Committee would continue.

**COMMUNICATIONS REPORT – Carole Hester and Roger Urroz, Jr.**

Carole Hester distributed the written report and noted that the fall/winter newsletter deadline is October 15.

Roger stated that he has a CAS camera and Kathy Hill would be sending the other CAS camera in southern California to Dawn Basurto for use in Area 2. Frankie Medina has generously agreed to use her own digital camera for CAS events in Southern California.

The newsletter process is noted in the committee report and the newsletter deadlines for the entire year are also noted in the report. There are still 27 members who want a hard copy of the newsletter.

Roger also reported on the high number of hits to the CAS website. In March, during the General Membership Meeting, there was a spike in website hits right after pictures from that event were posted. Roger explained the way the sessions for the website work. Also, every time the "Bargaining Briefs" were posted to the site, there were spikes. The contract cover contest also generated a big spike.

**CAS GENERAL MEMBERSHIP MEETING - Katie Howard & Denice Correia**

Once the dates for the CAS General Membership meeting are approved, Katie Howard informed Rep Council that she will be looking into a new hotel for the CAS General Membership Meeting as the Westin is no longer offering us the same good rates.

Dates for the CAS General Membership meeting were discussed at yesterday's Executive Board meeting: either March 9, 10, 11 or March 16, 17, and 18. As March 16, 17, 18 seemed to have the least conflict with the CTA calendar, Rep Council decided to hold the General Membership Meeting on those dates. March 16<sup>th</sup> will be the Executive Board meeting, March 17<sup>th</sup> will be Rep Council and the start of the General Membership Meeting and March 18<sup>th</sup> will be the final day of General Membership Meeting.

**OLD BUSINESS**

The Standing Rules, as printed in August 2006, were approved.

**NEW BUSINESS**

CAS is very interested in who will be selected the new DHRM manager.

**EXECUTIVE BOARD/REP COUNCIL MEETINGS FOR 2005-2006**

The following are the approved meeting dates for the Executive Board and Rep Council in 2006-2007:

December 8-9, 2006

March 16, 2007

March 17-18, 2007 - General Membership Meeting (tentatively scheduled)

June 22-23, 2007

Rep Council is considering having the last meeting of the year at a Southern California location.

Respectfully Submitted By Laura Eastridge Murphy, CAS Secretary

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Accrual Basis

**CAS 2005 - 06**  
**Profit & Loss Budget vs. Actual**

September 2005 through August 2006

	Sep '05 - Aug 06	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
3000 Contingent Reserve	0.00	50,000.00	-50,000.00	0.0%
4000 Local Dues	206,098.29	197,600.00	8,498.29	104.3%
4010 Interest Income	8,863.60	5,400.00	3,463.60	164.1%
<b>Total Income</b>	<b>214,961.89</b>	<b>253,000.00</b>	<b>-38,038.11</b>	<b>85.0%</b>
<b>Expense</b>				
<b>5000 ExecBoard/Rep Council</b>				
10 Travel	9,803.92	17,000.00	-7,196.08	57.7%
11 Travel Agent Fee	127.00	100.00	27.00	127.0%
15 Meals/Lodging	19,853.51	17,000.00	2,853.51	116.8%
20 Training	0.00	500.00	-500.00	0.0%
30 Printing	30.78	200.00	-169.22	15.4%
35 Postage	969.02	1,000.00	-30.98	96.9%
40 Office Expense/Supplies	5,734.76	2,500.00	3,234.76	229.4%
45 Telephone	1,942.59	3,000.00	-1,057.41	64.8%
55 Dues/Fees	0.00	0.00	0.00	0.0%
90 Miscellaneous	1,261.61	200.00	1,061.61	630.8%
<b>Total 5000 ExecBoard/Rep Council</b>	<b>39,723.19</b>	<b>41,500.00</b>	<b>-1,776.81</b>	<b>95.7%</b>
<b>5100 Grievance</b>				
10 Travel	4,614.70	5,000.00	-385.30	92.3%
11 Travel Agent Fee	22.00	150.00	-128.00	14.7%
15 Meals/Lodging	1,836.57	1,500.00	336.57	122.4%
20 Training	0.00	3,000.00	-3,000.00	0.0%
35 Postage	0.00	50.00	-50.00	0.0%
40 Office Expense/Supplies	243.35	2,500.00	-2,256.65	9.7%
45 Telephone	1,396.84	1,800.00	-403.16	77.6%
5100 Grievance - Other	26.00			
<b>Total 5100 Grievance</b>	<b>8,139.46</b>	<b>14,000.00</b>	<b>-5,860.54</b>	<b>58.1%</b>
<b>5200 Arbitration</b>				
10 Travel	4,839.10	2,000.00	2,839.10	242.0%
11 Travel Agent Fee	30.00	0.00	30.00	100.0%
15 Meals/Lodging	4,376.20	3,000.00	1,376.20	145.9%
35 Postage	32.89			
40 Office Expense	3,365.34	500.00	2,865.34	673.1%
55 Dues/Fees	10,763.40	4,500.00	6,263.40	239.2%
5200 Arbitration - Other	2,313.30			
<b>Total 5200 Arbitration</b>	<b>25,720.23</b>	<b>10,000.00</b>	<b>15,720.23</b>	<b>257.2%</b>
<b>5300 Conflict Resolution</b>				
10 Travel	0.00	500.00	-500.00	0.0%
15 Meals/Lodging	0.00	500.00	-500.00	0.0%
<b>Total 5300 Conflict Resolution</b>	<b>0.00</b>	<b>1,000.00</b>	<b>-1,000.00</b>	<b>0.0%</b>
<b>5400 Bargaining</b>				
10 Travel	16,333.21	6,000.00	10,333.21	272.2%
11 Travel Agent Fee	66.00	100.00	-34.00	66.0%
15 Meals/Lodging	34,603.76	16,500.00	18,103.76	209.7%
20 Training	0.00	1,000.00	-1,000.00	0.0%
35 Postage	438.38	500.00	-61.62	87.7%
40 Office Expense/Supplies	4,338.28	1,000.00	3,338.28	433.8%
45 Telephone	4.95	400.00	-395.05	1.2%
<b>Total 5400 Bargaining</b>	<b>55,784.58</b>	<b>25,500.00</b>	<b>30,284.58</b>	<b>218.8%</b>
<b>5500 Retirement Trust</b>				
10 Travel	573.99	2,750.00	-2,176.01	20.9%
11 Travel Agent Fee	0.00	100.00	-100.00	0.0%
15 Meals/Lodging	659.59	2,000.00	-1,340.41	33.0%
25 Conferences	0.00	2,000.00	-2,000.00	0.0%
50 Insurance	0.00	150.00	-150.00	0.0%
<b>Total 5500 Retirement Trust</b>	<b>1,233.58</b>	<b>7,000.00</b>	<b>-5,766.42</b>	<b>17.6%</b>

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Accrual Basis

**CAS 2005 - 06**  
**Profit & Loss Budget vs. Actual**

September 2005 through August 2006

	Sep '05 - Aug 06	Budget	\$ Over Budget	% of Budget
<b>5600 Health &amp; Welfare Trust</b>				
10 Travel	1,725.51	2,750.00	-1,024.49	62.7%
11 Travel Agent Fee	88.00	100.00	-12.00	88.0%
15 Meals/Lodging	253.77	2,000.00	-1,746.23	12.7%
25 Conferences	0.00	2,000.00	-2,000.00	0.0%
50 Insurance	125.00	150.00	-25.00	83.3%
<b>Total 5600 Health &amp; Welfare Trust</b>	<b>2,192.28</b>	<b>7,000.00</b>	<b>-4,807.72</b>	<b>31.3%</b>
<b>5700 Elections</b>				
10 Travel	102.30	300.00	-197.70	34.1%
15 Meals/Lodging	166.79	200.00	-33.21	83.4%
30 Printing	567.41	100.00	467.41	567.4%
35 Postage	569.20	400.00	169.20	142.3%
<b>Total 5700 Elections</b>	<b>1,405.70</b>	<b>1,000.00</b>	<b>405.70</b>	<b>140.6%</b>
<b>5800 Membership Committee</b>				
10 Travel	0.00	100.00	-100.00	0.0%
15 Meals/Lodging	0.00	100.00	-100.00	0.0%
35 Postage	15.54	200.00	-184.46	7.8%
40 Office Expense/Supplies	237.29	100.00	137.29	237.3%
90 Miscellaneous	0.00	0.00	0.00	0.0%
<b>Total 5800 Membership Committee</b>	<b>252.83</b>	<b>500.00</b>	<b>-247.17</b>	<b>50.6%</b>
<b>5900 Recognition/Remembrance</b>				
75 Gifts	2,831.74	1,500.00	1,331.74	188.8%
<b>Total 5900 Recognition/Remembrance</b>	<b>2,831.74</b>	<b>1,500.00</b>	<b>1,331.74</b>	<b>188.8%</b>
<b>6000 Communications</b>				
10 Travel	80.00	600.00	-520.00	13.3%
15 Meals/Lodging	0.00	1,200.00	-1,200.00	0.0%
20 Training	0.00	1,000.00	-1,000.00	0.0%
30 Printing	0.00	50.00	-50.00	0.0%
35 Postage	0.00	150.00	-150.00	0.0%
40 Office Expense/Supplies	2,123.77	3,000.00	-876.23	70.8%
<b>Total 6000 Communications</b>	<b>2,203.77</b>	<b>6,000.00</b>	<b>-3,796.23</b>	<b>36.7%</b>
<b>6100 Organizing</b>				
10 Travel	4,590.10	4,000.00	590.10	114.8%
11 Travel Agent Fee	118.00			
15 Meals/Lodging	4,862.26	6,000.00	-1,137.74	81.0%
30 Printing	130.11	1,750.00	-1,619.89	7.4%
35 Postage	203.61	250.00	-46.39	81.4%
40 Office Expense/Supplies	2,908.69	250.00	2,658.69	1,163.5%
70 Promotions	1,111.65	7,750.00	-6,638.35	14.3%
75 Gifts	445.57	0.00	445.57	100.0%
<b>Total 6100 Organizing</b>	<b>14,369.99</b>	<b>20,000.00</b>	<b>-5,630.01</b>	<b>71.8%</b>
<b>6200 Training</b>				
20 Training	0.00	500.00	-500.00	0.0%
<b>Total 6200 Training</b>	<b>0.00</b>	<b>500.00</b>	<b>-500.00</b>	<b>0.0%</b>
<b>6300 Budget/Finance</b>				
10 Travel	510.63	850.00	-339.37	60.1%
15 Meals/Lodging	204.07	400.00	-195.93	51.0%
35 Postage	0.00	0.00	0.00	0.0%
40 Office Supplies/Supplies	0.00	50.00	-50.00	0.0%
<b>Total 6300 Budget/Finance</b>	<b>714.70</b>	<b>1,300.00</b>	<b>-585.30</b>	<b>55.0%</b>
<b>6400 CAS/CSO Support Committee</b>				
10 Travel	0.00	500.00	-500.00	0.0%
15 Meals/Lodging	0.00	400.00	-400.00	0.0%
70 Promotions	0.00	100.00	-100.00	0.0%
<b>Total 6400 CAS/CSO Support Committee</b>	<b>0.00</b>	<b>1,000.00</b>	<b>-1,000.00</b>	<b>0.0%</b>

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Accrual Basis

**CAS 2005 - 06**  
**Profit & Loss Budget vs. Actual**

September 2005 through August 2006

	Sep '05 - Aug 06	Budget	\$ Over Budget	% of Budget
<b>6500 Bylaws/Standing Rules Comm</b>				
10 Travel	0.00	200.00	-200.00	0.0%
<b>Total 6500 Bylaws/Standing Rules Comm</b>	0.00	200.00	-200.00	0.0%
<b>6600 CAS Attorney</b>				
55 Dues/Fees	1,750.00	3,000.00	-1,250.00	58.3%
<b>Total 6600 CAS Attorney</b>	1,750.00	3,000.00	-1,250.00	58.3%
<b>6700 Technology Committee</b>				
10 Travel	0.00	300.00	-300.00	0.0%
15 Meals/Lodging	0.00	200.00	-200.00	0.0%
<b>Total 6700 Technology Committee</b>	0.00	500.00	-500.00	0.0%
<b>6800 Safety Committee</b>				
10 Travel	0.00	100.00	-100.00	0.0%
20 Training	0.00	100.00	-100.00	0.0%
<b>Total 6800 Safety Committee</b>	0.00	200.00	-200.00	0.0%
<b>6900 Statewide Membership Mtg</b>				
10 Travel	8,347.20	17,000.00	-8,652.80	49.1%
11 Travel Agent Fee	93.00	100.00	-7.00	93.0%
15 Meals/Lodging	24,244.31	23,000.00	1,244.31	105.4%
20 Training	0.00	700.00	-700.00	0.0%
35 Postage	17.01	350.00	-332.99	4.9%
40 Office Supplies	34.25	150.00	-115.75	22.8%
75 Gifts	860.00	0.00	860.00	100.0%
90 Miscellaneous	729.00	700.00	29.00	104.1%
6900 Statewide Membership Mtg - Other	237.20			
<b>Total 6900 Statewide Membership Mtg</b>	34,561.97	42,000.00	-7,438.03	82.3%
<b>7000 NSO</b>				
55 Dues/Fees	27,300.00	26,250.00	1,050.00	104.0%
60 Crisis Assistance Fund	5,250.00	5,250.00	0.00	100.0%
<b>Total 7000 NSO</b>	32,550.00	31,500.00	1,050.00	103.3%
<b>7100 NSO CBC</b>				
10 Travel	3,214.56	3,900.00	-685.44	82.4%
11 Travel Agent Fee	66.00	100.00	-34.00	66.0%
15 Meals/Lodging	1,231.38	3,000.00	-1,768.62	41.0%
35 Postage	0.00	0.00	0.00	0.0%
<b>Total 7100 NSO CBC</b>	4,511.94	7,000.00	-2,488.06	64.5%
<b>7200 NSO Rep Assembly</b>				
10 Travel	2,090.44	4,500.00	-2,409.56	46.5%
11 Travel Agent Fee	0.00	200.00	-200.00	0.0%
15 Meals/Lodging	6,298.42	4,300.00	1,998.42	146.5%
35 Postage	0.00	0.00	0.00	0.0%
40 Office Supplies	0.00	0.00	0.00	0.0%
<b>Total 7200 NSO Rep Assembly</b>	8,388.86	9,000.00	-611.14	93.2%
<b>7300 NSO War College</b>				
10 Travel	7,552.08	6,000.00	1,552.08	125.9%
11 Travel Agent Fee	186.00	150.00	36.00	124.0%
15 Meals/Lodging	6,482.09	8,800.00	-2,317.91	73.7%
45 Telephone	0.00	50.00	-50.00	0.0%
<b>Total 7300 NSO War College</b>	14,220.17	15,000.00	-779.83	94.8%
<b>7400 Auditor/Taxes</b>	8,573.00	6,500.00	2,073.00	131.9%
<b>7500 Service/Bank Charges</b>	515.54	200.00	315.54	257.8%
<b>7600 Office Expense</b>				
35 Postage	0.00	0.00	0.00	0.0%
40 Office Expenses/Supplies	0.00	0.00	0.00	0.0%
<b>Total 7600 Office Expense</b>	0.00	0.00	0.00	0.0%

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Accrual Basis

**CAS 2005 - 06**  
**Profit & Loss Budget vs. Actual**  
September 2005 through August 2006

	Sep '05 - Aug 06	Budget	\$ Over Budget	% of Budget
7800 Publications	0.00	100.00	-100.00	0.0%
8000 Depreciation	0.00	0.00	0.00	0.0%
<b>Total Expense</b>	<b>259,643.53</b>	<b>253,000.00</b>	<b>6,643.53</b>	<b>102.6%</b>
<b>Net Income</b>	<b>-44,681.64</b>	<b>0.00</b>	<b>-44,681.64</b>	<b>100.0%</b>

## GRIEVANCE REPORT – SEPTEMBER 2006

Gina Domenici & Maureen Keating  
CAS Grievance Committee Co-Chairs

### Settlements / Dispositions / Withdrawals

None.

### Level III

- 05-02-04 10-day suspension for accusations that were based on hearsay. **Arbitration Scheduled for January 2007.**
- 05-07-08 Performance Review. **Pre-arbitration meeting scheduled for October 2006.**
- 05-07-09 Involuntary transfer. **Arbitration scheduled for October 2006.**
- 05-09-11 Subcontracting. **Arbitration scheduled for October 2006.**
- 06-04-01 Letter of reprimand for personal emails on CTA Email. **Pre-arbitration meeting scheduled for October 2006.**
- 06-06-03 Wrongful Termination. Sacramento Office. **Currently scheduling arbitration date.**

### Level II

- 06-09-04 Wrongful Termination. Burlingame Office. **Level II meeting scheduled for September 2006.**
- 06-09-05 Wrongful Termination. Salinas RRC. **Level II meeting scheduled for November 2006.**
- 06-09-06 Wrongful Termination. Salinas RRC. **Level II meeting scheduled for November 2006.**
- 06-08-07 Discrimination / Discriminatory Reclass Denial. **Scheduling of Level II meeting pending.**

### Level I

No Level I grievances currently pending.

*If you have grievance related questions or comments please call Gina Domenici or Maureen Keating.*

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### *Did you know?*

In 1975 the Supreme Court instituted safeguards known as "Weingarten Rights." Under the (NLRA), the Court ruled that an employee can request union assistance during an investigatory interview and can refuse to answer questions until the request is honored. Union representation can be requested when the interview begins or **at any time thereafter.**

After the request for a union representative is made the interrogator must call in the requested representative or end the interview. If the employee wants the interview ended, than by law the employer must comply. However, unlike Miranda Rights your employer is not required to inform you of your Weingarten Rights. **IT IS YOUR RESPONSIBILITY, TO KNOW YOUR RIGHTS!**

**I REQUEST UNION REPRESENTATION! If my responses to your questions could lead to my being disciplined or terminated, or adversely affect my personal working conditions, I respectfully request that you summon my CAS union representative.**

**UNTIL MY REPRESENTATIVE ARRIVES, I CHOOSE NOT TO ANSWER ANY QUESTIONS.**