



*Report From The Council
Westin Hotel, San Francisco Airport
September 22, 2007*

PRESENT

Roseanne Becher, President
Henny Schaffer, Secretary
Debra Oshige, Area 2 Director
Vicki Kramer, Area 4 Director
Becky Jo Adams, Area 2 Alt.
Wenessa Clark, Area 4 Rep
Gerald LeDay, Area 5 Rep
Bob Quance, Area 5 Rep
Kathy Hill, Ex-Officio

Barbara Morton, Vice-President
Shelly Bomberry, Area 1 Director
Rhonda King, Area 3 Director
Denice Correia, Area 2 Rep
Norma Ortiz, Area 3 Rep
Lisa Longabaugh, Area 4 Alt.
Yolanda Mogannam, Area 5 Rep
Marilou Saldajeno, Area 5 Rep
Carole Hester, Communications Chair

ABSENT

Linda Virden, Treasurer
Rosemary Mangino, Area 1 Rep
Frankie Medina, Area 3 Rep
Gina Domenici, Grievance Co-Chair

Roger Urroz, Jr., Area 5 Director
Terri Pinkney, Area 2 Rep
Jem Mapanao, Area 5 Rep

GUESTS

Dawn Basurto, NSO Liaison
Sherri Casazza
Mike Folger
Gertrude Grado
Wilma Rafael

President Becher stated that the minutes distributed should reflect the business from the July 14, 2007 meeting. Changes and corrections to the minutes were submitted. The Parliamentarian suggested that the report not be in the narrative.

A point of information was requested on the standard procedure in regards to the format and content of the minutes of the July 14, 2007 Representative Council meeting. It was pointed out that Article XVII of Robert's Rules of Order states that if there were items not addressed in the CAS Standing Rules or By-Laws it would defer to the Robert's Rules of Order (newly revised edition). The following was read from Robert's Rules, P451, Line 25, "In an ordinary society unless the minutes are to be published, they should contain mainly a record of what was *done* at the meeting, not what was *said* by the members. The minutes should never reflect the Secretary's opinion favorable or otherwise on anything said or done. The minutes should be kept in a substantial book or binder."

The minutes from July 14, 2007 meeting were approved as amended.

Suggestions were made to bring future minutes in compliance with the By-Laws and Robert's Rules. Final discussions were held clarifying the various reports that come out of council.

PRESIDENT'S REPORT – Roseanne Becher

A member approached the President regarding on-going issues/problems within the Membership Department. She reported the CAS Attorney has been contacted to review additional representation. CAS members from the Membership Department were scheduled to attend the Rep Council meeting to give testimonials on their specific issues. President Becher continued detailing some of the issues related to work load and understaffing not only in the Membership Department, but in the Accounting Department, as well. Temporary agency hires continue to fill CAS vacancies in the Accounting Department. There were further discussions related to last year's "one-on-one" meetings with the CAS members of the Membership Department.

President Becher reported that conversations have been initiated relating to organizing around the Membership Department issues. She also reported that some of the issues we face are similar to those of CSO and NSO. At the CBC meeting held the week before, workload was a hot topic among our affiliates. There were further discussions related to organizing around the Membership Department issues including a review of last year's efforts.

President Becher reported on the August 29, 2007 CAS/Management Meeting.

- Agency Hire Extension – CAS denied extending the Temporary Agency hires in CCC. CTA disagreed with CAS and kept them in place in violation of the collective bargaining agreement. CAS has filed a grievance.
- Requests from DHRM to extend agency hires have included erroneous information regarding the purpose for the extension, i.e. San Bernardino hire.
- Accounting III position in GLS - CTA said, "That they would not fly the position but would review it." CTA needed to ask for an extension before deciding whether to fly the position. CAS believes this establishes precedent.

During a discussion about workload, it was noted that CSO started a "Member First" campaign. President Becher suggested that CAS Organizing Committee start a similar campaign with CSO. Dawn Basurto cited an example at the recent Presidents Conference where CSO did the "Member First" campaign and the members were ecstatic and felt it was successful.

President Becher suspended her report to introduce the incoming guests to the council.

The Membership Department guests, Sherri Casazza, Mike Folger, Gertrude Grado and Wilma Rafael, presented to the council the current dilemma they face and requested further CAS help to resolve the issues and formulate an organizing campaign to get management's attention.

Rep Council approved to pass the issues in the Membership Department onto the CAS Organizing Committee to work with the members of the Membership Department to structure the organizing campaign.

It was noted that the new proposed Intern program excludes CAS.

PRESIDENT'S REPORT CONTINUED

President Becher resumed her report of the August 29, 2007 CAS/Management Meeting.

- Regional managers and supervisors were investigating harassment charges; however, CAS believes that it is the responsibility of the DHRM.
- CAS is to meet with CTA to go over the existing policies and procedures (called Bob's Policies) not approved by CAS, but implemented by supervisors/managers.
- CAS asked Management to increase the budget for regional trainings.
- Management agreed to look at "Workplace Violence Training" through the Safety Committee.
- Testing internal applicants – i.e. 55 wpm criteria has been changed.
- CAS expressed concern regarding the DNR and the liability involved with it and the use of Defibrillator. Although covered under the Good Samaritan Law, CAS is to request legal advice from the CAS Attorney.
- CTA requires members to sign a waiver prior to granting access to the workout room. CAS is to request legal advice from the CAS Attorney.
- CTA has offices with cable telephone lines installed (not standard telephone lines). The recording laws are not applicable as it might be lawful to record calls. CAS is to research whether or not tapping laws apply.
- CAS members were asked to create evacuation plans in several regional offices. CAS believes that this is a job of the Safety Officer and DHRM.
- The language related to flying of positions for internal applicants was discussed. CTA's position is that the contract language is ambiguous; CAS disagreed.
- CTA informed CAS that letters explaining options to those on disabilities will be sent to staff on leave as part of ADA.
- A CAS performance review was sent to a staff member on leave instead of the Supervisor going to the office with the employee for a one-on-one. CAS is addressing this through the grievance process.

The President reported on the New Summit meeting. Communications has been one of the problems between management, CSO and CAS. A plan to work together on this and other issues is set for December 14, 2007 in the 2nd planned CAS/CSO/CTA Management Summit. CAS proposed a Pre-Summit meeting with CSO for both Union Officers to meet prior to meeting with management. Both Presidents are working on acceptable dates. CAS expects the meetings to provide CAS a great lead going into the proposed Joint Rep Council meeting and eventually the bargaining year.

The President reported on the NSO CBC Meeting. Discussed was the intention to bridge the gap between NSO and CAS and the importance for the members to know what is going on with NSO. The President recommended that Dawn Basurto become the NSO Liaison and report to Rep Council the issues of our National affiliates.

Rep Council approved to institute an NSO Liaison from (NSO) Research Committee be included in Rep Council and for CAS to cover CBC expenses once a year. There was no discussion.

The President spoke of protocols; the President told Rep Council that she must always review communications prior to distribution to the membership, regardless of the issue.

PRESIDENT'S REPORT CONTINUED

President Becher reported that Liz Tokar, Retiree Trustee, will take a leave from the Retirement Trust to work with the NSO Pension Committee on the Pension Protection Act. The Trustee position is not to be kept open or on hold for Liz Tokar.

Committee Recommendations

Carole Hester, Editor, requested to be able to train alternates to the position such as assistant webmaster and assistant editor. A budget recommendation was also included in her presentation. Roger recommended Mary Ann Lapuz as Assistant Webmaster.

Becky Jo Adams requested she be temporarily removed from the Organizing Committee.

The Council approved the addition of Bob Quance to the Bargaining Team, as an Alternate Bargaining Team member, and Debra Oshige to the Reclassification Committee.

Parliamentarian Carole Hester, read from the CAS Bylaws that the Representative Council approves Standing Committee appointments. Per the Bylaws, the Standing Committees shall be Budget & Finance, Communications, Elections, Grievance, Bargaining, and Membership. She also reported that the balance of the committees fall under the special committees recommended to the Executive Board for approval. Area 1 Director Shelly Bomberry reported that an Executive session needed to be held. President Becher asked Ex-Officio Kathy Hill for a point of information regarding whether the Rep Council had approved all committees during her term. Ex-Officio Hill reported that yes, Rep Council had approved all the committees in the past.

Rep Council approved the recommendations of the committees. It was noted that one (1) abstained from voting.

VICE -PRESIDENT'S REPORT – Barbara Morton

Reported on possible dates for the Rep Council retreat as follows:

Nov 16-17, 2007

Nov 30 – Dec 1, 2007

Dec 2- Dec 3, 2007

TREASURER'S REPORT - Linda Virden, presented by President Becher

Copies of the 2006-07 "Profit and Loss Budget vs. Actual" and "Balance Sheet" statements were distributed. A carry over error in the budget column of the Profit & Loss statement will be corrected for next Rep Council.

Rep Council approved that interest rates earned on certificates and other interest bearing accounts be presented at the next Rep. Council.

Two proposed budgets for the 2007-08 were distributed. One budget did not include the General Membership meeting and the second budget did include a \$36,800 budget for a General Membership meeting. It was noted that the money for the General Membership meeting would have to come out of reserves. In addition, there was some discussion about providing the Membership Guides in CD format.

TREASURER'S REPORT CONTINUED

President Becher recommended that we not hold the General Membership Meeting for the 2007-08 year.

Rep Council approved to purchase a new computer for the Communication Committee.

NSO REPORT – Dawn Basurto

Dawn attended the CBC meeting as a member of the NSO Research Committee responsible for the Western States CBC. Responsibility includes gathering information such as benefits and salaries. Many who are currently going into bargaining do not have an organizing team. The goal is to establish "ONE GOLDEN" set of standards, but there is hesitation to share work nationwide so it went back to NSO.

As the New NSO Liaison, Dawn reported on NSO's organizing training and reported that NSO has stated they will not offer training unless Associate Staff are included. Nationwide there are cases of workload issues and wrongful termination similar to ours. Lastly, due to recent legislation in Oregon, 30 Associate Staff members lost their jobs in the ASO Oregon Trust, an NSO affiliate. Affiliates were asked to donate \$100 to the Oregon ASO.

Rep Council approved to donate \$200.00 to the Oregon Trust.

AREA REPORTS

Area 1 – Michelle Bomberry

The two outstanding concerns of the region are communication with the supervisor and how directives are given. The CAS Director had several conversations with the supervisor about the possible trainings that would assist staff in their daily functions. The supervisor agreed to review the possibilities.

The issue of providing "real" employee assistance surfaced as a need by the staff. Counseling and/or Rehabilitation are two suggested examples that could result in disciplinary actions.

Question of member approaching another member regarding unbalanced workload and whether CAS has a conflict resolution plan of action in place to address such issues.

Area 1 Staff were instructed by the supervisor to create an "evacuation plan" for their office; however, it was brought to Area Director's attention that this task is the responsibility of the safety committee or the building management, and not CAS.

A party who has a conflict of interest is performing an investigation of harassment.

A suggestion to the CTA Employee's Health and Welfare Benefits Trust Chair at the previous Statewide Staff Meeting about obtaining a gym discount for all staff as part of the "Preventive Care Program" was repeated to Rep Council.

Santa Rosa's property management issue still exists.

Foster City recently added a new CSO staff person for the CAS member.

AREA REPORTS CONTINUED

Area 1 – continued

Napa/Solano is undergoing a building clean up such as the heater, parking lot, outdoor sign, etc.

San Rafael's table problem is still on going.

Area 2 – Debra Oshige, Denice Correia and Becky Jo Adams

Reps reminded members about performance reviews: They are not meant to be disciplinary and must be completed no later than August 31st, or September 15th (in the event of an extraordinary circumstance) for the year prior. They noted that an agreement was reached in 2003 following a grievance on performance reviews.

Reps shared questions from a member regarding such issues as: trainings for CAS, flex time in the middle of the day, lunch hours to be completed by 2:30 p.m., Natomas office safety concerns, chapter presidents given access to the I&A member database, and Fresno RRC Associate staff contacted as a follow-up to safety concerns.

AED defibrillators have been installed in the GR office and 6 people have been trained to administer CPR/AED assistance.

Reported on concerns from CAS members regarding State Council online registration and the issue of privacy rights.

Rep will check on a supervisor who may be performing reviews after contractual deadline.

Reported on member concern regarding "duty of fair rep" situation.

Area 3 – Rhonda King & Norma Ortiz

The recent house meeting held on September 5, 2007 was a success and discussions revolved around bargaining and solidifying the core values.

In addition, Area 3 members will be going before the Reclassification Panel on October 30, 2007.

A 60% temporary Field Services Specialist position was assigned to IPD, Santa Fe Springs and has not been filled internally but will be flown externally.

The Oxnard RRC is scheduled to move the 2nd week of October and temps will be hired to help.

Area 4 – Vicki Kramer, Wenessa Clark and Lisa Longabaugh

CSO member, Mark Young was hired as the Assistant Regional Manager. His previous position was flown and will be housed in the Murrietta RRC.

CTA local chapters were reassigned in the San Diego RRC, San Marcos RRC, and Murietta RRC. The CAS staff in the San Marcos RRC will support the position.

AREA REPORTS CONTINUED

Area 4 – continued

A member in the San Bernardino RRC returned from leave of absence. Martina Lechuga was hired to fill the CAS position in Norco to support both the Political Affairs Consultant and the Regional Organizer. The Political Affairs Consultant is currently vacant but the job has been flown.

There was discussion regarding the Vacation/Sick Reports and who completes them.

Region IV's Service Center Councils are currently busy with Fall Leadership Conference. The responsibility for this conference was added to the CAS staff assigned to the Service Center Council.

Issues regarding "denied long term disability claims" with Unum Provident have surfaced.

An inquiry regarding the statewide procedures for supply orders on-line with Staples was made in regards to whether or not it is similar with CSO staff.

Area 5 – Roger Urroz, Jr., Gerald LeDay, Yolanda Mogannam, Marilou Saldajeno, Bob Quance

The Area Director and Reps reported on the issues regarding the current dilemma the Membership Department is currently experiencing. The department is understaffed in comparison to the workload that has created extreme pressure on our members.

The Induction Program that was started in the Accounting Department last June is now being applied in the Membership Department. The new hires last August are being trained from their departments.

The Area Reps are diligently monitoring the workflow of our members to ensure that they are not performing tasks that are beyond their job descriptions.

Rep Saldajeno brought up a member issue regarding the Interview Questionnaires for internal applicants. The questionnaires apparently have points assigned to it and noted on a piece of paper that is eventually handed to them by the DHRM staff. Based on the inquiries she made from the six (6) CAS members regarding this issue, prior to September 2007, the internal interview questionnaire did not contain any point values.

Rep Saldajeno is also active in making contact with new external hires regarding CAS, their related job guides, the CAS contract and its history.

The Director's report included staff changes/additions in headquarters as follows:

- Pam Miller is one of the many new hires in Membership Department.
- Jasmine Wan of HDRM is now a Confidential Assistant.
- A supervisor in Governance recently took on a temporary secretarial position in Legal while a CAS member is on maternity leave.
- A Confidential Assistant in Governance is now the Temporary Supervisor of the department.
- Two temporary ICA positions in ISSD were flown and had two internal applicants waiting for results.

HEALTH & WELFARE BENEFITS TRUST REPORT – presented by President Becher

Report included information on new benefit programs from WellCall, prescription drug smoking cessation benefits, Best Doctors, and Medco.

GRIEVANCE UPDATE – Yolanda Mogannam

The Grievance Report was distributed.

Kathy Hill reported the subcontract Arbitration has a chance to win.

The two terminations from R1 are going to pre-arbitration on 9/24-26, 2007.

The issue regarding the confidential position in Governance would go to pre-arbitration on 9/26/07.

RETIREMENT TRUST REPORT – presented by President Becher

Retirement Trust report was read to the Council.

ORGANIZING UPDATE – Vicki Kramer

The Organizing Committee Chair reported that she would be contacting everyone soon to develop a revised program. Vicki agreed with President Becher's inclusion of all Reps in the organizing campaign.

COMMUNICATIONS COMMITTEE REPORT – Carole Hester

The issue about acquiring additional committee staff and budget was brought to the Council.

Reps were reminded to submit council reports for the newsletter by October 15, 2007.

OLD BUSINESS

None reported

NEW BUSINESS

Three former members of the Organizing Committee submitted requests directly to NSO to be trainers at the NSO Winter Advocacy Retreat. NSO Liaison Dawn Basurto requested additional funding for the third trainer because even though NSO accepted the training program, NSO only pays for two trainers. Rep Council approved funding for the 3rd trainer not covered by NSO.

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09/20/07

Accrual Basis

CAS 2006-07
Profit & Loss Budget vs. Actual
September 2006 through August 2007

	Sep '06 - Aug 07	Budget	\$ Over Budget
Income			
4000 Local Dues	208,178.19	215,000.00	-6,821.81
4010 Interest Income	12,008.80	9,000.00	3,008.80
Total Income	220,186.99	224,000.00	-3,813.01
Expense			
5000 ExecBoard/Rep Council			
10 Travel	9,866.35	12,000.00	-2,133.65
11 Travel Agent Fee	122.00	100.00	22.00
15 Meals/Lodging	26,276.80	17,000.00	9,276.80
20 Training	0.00	3,000.00	-3,000.00
30 Printing	136.24	150.00	-13.76
35 Postage	1,027.52	1,000.00	27.52
40 Office Expense/Supplies	3,855.65	1,500.00	2,355.65
45 Telephone	1,264.54	2,000.00	-735.46
90 Miscellaneous	0.00	200.00	-200.00
Total 5000 ExecBoard/Rep Council	42,549.10	36,950.00	5,599.10
5100 Grievance			
10 Travel	2,318.85	4,000.00	-1,681.15
11 Travel Agent Fee	22.00	100.00	-78.00
15 Meals/Lodging	1,558.75	1,500.00	58.75
20 Training	1,544.08	4,000.00	-2,455.92
35 Postage	339.50	100.00	239.50
40 Office Expense/Supplies	502.58	1,000.00	-497.42
45 Telephone	4,504.98	2,000.00	2,504.98
5100 Grievance - Other	15.50		
Total 5100 Grievance	10,806.24	12,700.00	-1,893.76
5200 Arbitration			
10 Travel	2,984.29	2,000.00	984.29
11 Travel Agent Fee	72.00	0.00	72.00
15 Meals/Lodging	5,117.17	3,000.00	2,117.17
35 Postage	68.90	0.00	68.90
40 Office Expense	3,829.97	500.00	3,329.97
55 Dues/Fees	2,750.00	4,500.00	-1,750.00
5200 Arbitration - Other	262.68		
Total 5200 Arbitration	15,085.01	10,000.00	5,085.01
5300 Conflict Resolution			
10 Travel	472.61	500.00	-27.39
15 Meals/Lodging	598.25	500.00	98.25
Total 5300 Conflict Resolution	1,070.86	1,000.00	70.86
5400 Bargaining			
10 Travel	304.10	500.00	-195.90
11 Travel Agent Fee	22.00		
15 Meals/Lodging	289.67	500.00	-210.33
35 Postage	125.91	500.00	-374.09
40 Office Expense/Supplies	96.98	1,500.00	-1,403.02
45 Telephone	569.39		
Total 5400 Bargaining	1,408.05	3,000.00	-1,591.95
5500 Retirement Trust			
10 Travel	2,235.31	1,000.00	1,235.31
11 Travel Agent Fee	22.00	100.00	-78.00
15 Meals/Lodging	1,618.78	2,000.00	-381.22
25 Conferences	0.00	2,000.00	-2,000.00
50 Insurance	0.00	150.00	-150.00
5500 Retirement Trust - Other	1,250.00		
Total 5500 Retirement Trust	5,126.09	5,250.00	-123.91

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09/20/07

Accrual Basis

CAS 2006-07
Profit & Loss Budget vs. Actual
September 2006 through August 2007

	% of Budget
Income	
4000 Local Dues	96.8%
4010 Interest Income	133.4%
Total Income	98.3%
Expense	
5000 ExecBoard/Rep Council	
10 Travel	82.2%
11 Travel Agent Fee	122.0%
15 Meals/Lodging	154.6%
20 Training	0.0%
30 Printing	90.8%
35 Postage	102.8%
40 Office Expense/Supplies	257.0%
45 Telephone	63.2%
90 Miscellaneous	0.0%
Total 5000 ExecBoard/Rep Council	115.2%
5100 Grievance	
10 Travel	58.0%
11 Travel Agent Fee	22.0%
15 Meals/Lodging	103.9%
20 Training	38.6%
35 Postage	339.5%
40 Office Expense/Supplies	50.3%
45 Telephone	225.2%
5100 Grievance - Other	
Total 5100 Grievance	85.1%
5200 Arbitration	
10 Travel	149.2%
11 Travel Agent Fee	100.0%
15 Meals/Lodging	170.6%
35 Postage	100.0%
40 Office Expense	766.0%
55 Dues/Fees	61.1%
5200 Arbitration - Other	
Total 5200 Arbitration	150.9%
5300 Conflict Resolution	
10 Travel	94.5%
15 Meals/Lodging	119.7%
Total 5300 Conflict Resolution	107.1%
5400 Bargaining	
10 Travel	60.8%
11 Travel Agent Fee	
15 Meals/Lodging	57.9%
35 Postage	25.2%
40 Office Expense/Supplies	6.5%
45 Telephone	
Total 5400 Bargaining	46.9%
5500 Retirement Trust	
10 Travel	223.5%
11 Travel Agent Fee	22.0%
15 Meals/Lodging	80.9%
25 Conferences	0.0%
50 Insurance	0.0%
5500 Retirement Trust - Other	
Total 5500 Retirement Trust	97.6%

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09/20/07

Accrual Basis

CAS 2006-07
Profit & Loss Budget vs. Actual
September 2006 through August 2007

	Sep '06 - Aug 07	Budget	\$ Over Budget
5600 Health & Welfare Trust			
10 Travel	2,485.40	1,000.00	1,485.40
11 Travel Agent Fee	110.00	100.00	10.00
15 Meals/Lodging	2,322.26	2,000.00	322.26
25 Conferences	995.00	2,000.00	-1,005.00
45 Telephone	42.22		
50 Insurance	250.00	150.00	100.00
Total 5600 Health & Welfare Trust	6,204.88	5,250.00	954.88
5700 Elections			
10 Travel	0.00	500.00	-500.00
15 Meals/Lodging	0.00	300.00	-300.00
30 Printing	0.00	1,000.00	-1,000.00
35 Postage	748.07	700.00	48.07
40 Office Supplies/Supplies	2,091.41		
Total 5700 Elections	2,839.48	2,500.00	339.48
5800 Membership Committee			
10 Travel	0.00	100.00	-100.00
15 Meals/Lodging	0.00	100.00	-100.00
30 Printing	44.52		
35 Postage	86.47	200.00	-113.53
40 Office Expense/Supplies	164.55	100.00	64.55
Total 5800 Membership Committee	295.54	500.00	-204.46
5900 Recognition/Remembrance			
75 Gifts	2,022.82	3,500.00	-1,477.18
Total 5900 Recognition/Remembrance	2,022.82	3,500.00	-1,477.18
6000 Communications			
10 Travel	0.00	1,100.00	-1,100.00
15 Meals/Lodging	0.00	1,200.00	-1,200.00
20 Training	0.00	2,000.00	-2,000.00
30 Printing	0.00	50.00	-50.00
35 Postage	0.00	150.00	-150.00
40 Office Expense/Supplies	139.80	1,500.00	-1,360.20
Total 6000 Communications	139.80	6,000.00	-5,860.20
6100 Organizing			
10 Travel	3,344.98	4,000.00	-655.02
11 Travel Agent Fee	22.00	100.00	-78.00
15 Meals/Lodging	3,856.62	9,000.00	-5,143.38
30 Printing	1,729.22	200.00	1,529.22
35 Postage	168.99	300.00	-131.01
40 Office Expense/Supplies	136.31	1,000.00	-863.69
70 Promotions	6,678.97	7,000.00	-321.03
75 Gifts	358.55	500.00	-141.45
Total 6100 Organizing	16,295.64	22,100.00	-5,804.36
6200 Training			
10 Travel	65.66		
15 Meals/Lodging	298.30		
20 Training	0.00	500.00	-500.00
Total 6200 Training	363.96	500.00	-136.04
6300 Budget/Finance			
10 Travel	1,171.60	1,000.00	171.60
15 Meals/Lodging	279.90	500.00	-220.10
35 Postage	4.05		
40 Office Supplies/Supplies	0.00	50.00	-50.00
Total 6300 Budget/Finance	1,455.55	1,550.00	-94.45

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09/20/07

Accrual Basis

CAS 2006-07
Profit & Loss Budget vs. Actual
September 2006 through August 2007

	<u>% of Budget</u>
5600 Health & Welfare Trust	
10 Travel	248.5%
11 Travel Agent Fee	110.0%
15 Meals/Lodging	116.1%
25 Conferences	49.8%
45 Telephone	
50 Insurance	166.7%
Total 5600 Health & Welfare Trust	<u>118.2%</u>
5700 Elections	
10 Travel	0.0%
15 Meals/Lodging	0.0%
30 Printing	0.0%
35 Postage	106.9%
40 Office Supplies/Supplies	
Total 5700 Elections	113.6%
5800 Membership Committee	
10 Travel	0.0%
15 Meals/Lodging	0.0%
30 Printing	
35 Postage	43.2%
40 Office Expense/Supplies	164.6%
Total 5800 Membership Committee	<u>59.1%</u>
5900 Recognition/Remembrance	
75 Gifts	57.8%
Total 5900 Recognition/Remembrance	<u>57.8%</u>
6000 Communications	
10 Travel	0.0%
15 Meals/Lodging	0.0%
20 Training	0.0%
30 Printing	0.0%
35 Postage	0.0%
40 Office Expense/Supplies	9.3%
Total 6000 Communications	<u>2.3%</u>
6100 Organizing	
10 Travel	83.6%
11 Travel Agent Fee	22.0%
15 Meals/Lodging	42.9%
30 Printing	864.6%
35 Postage	56.3%
40 Office Expense/Supplies	13.6%
70 Promotions	95.4%
75 Gifts	71.7%
Total 6100 Organizing	<u>73.7%</u>
6200 Training	
10 Travel	
15 Meals/Lodging	
20 Training	0.0%
Total 6200 Training	<u>72.8%</u>
6300 Budget/Finance	
10 Travel	117.2%
15 Meals/Lodging	56.0%
35 Postage	
40 Office Supplies/Supplies	0.0%
Total 6300 Budget/Finance	<u>93.9%</u>

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09/20/07

Accrual Basis

CAS 2006-07
Profit & Loss Budget vs. Actual
September 2006 through August 2007

	Sep '06 - Aug 07	Budget	\$ Over Budget
6400 CAS/CSO Support Committee			
10 Travel	0.00	500.00	-500.00
15 Meals/Lodging	0.00	400.00	-400.00
70 Promotions	0.00	100.00	-100.00
Total 6400 CAS/CSO Support Committee	0.00	1,000.00	-1,000.00
6500 Bylaws/Standing Rules Comm			
10 Travel	0.00	200.00	-200.00
Total 6500 Bylaws/Standing Rules Comm	0.00	200.00	-200.00
6600 CAS Attorney			
55 Dues/Fees	3,875.00	3,000.00	875.00
Total 6600 CAS Attorney	3,875.00	3,000.00	875.00
6700 Technology Committee			
10 Travel	0.00	300.00	-300.00
15 Meals/Lodging	0.00	200.00	-200.00
Total 6700 Technology Committee	0.00	500.00	-500.00
6800 Safety Committee			
10 Travel	0.00	100.00	-100.00
20 Training	0.00	100.00	-100.00
Total 6800 Safety Committee	0.00	200.00	-200.00
6900 Statewide Membership Mtg			
10 Travel	3,759.10	14,000.00	-10,240.90
11 Travel Agent Fee	0.00	100.00	-100.00
15 Meals/Lodging	23,741.11	28,000.00	-4,258.89
20 Training	0.00	700.00	-700.00
35 Postage	21.42	200.00	-178.58
40 Office Supplies	212.63	150.00	62.63
75 Gifts	272.38	1,000.00	-727.62
90 Miscellaneous	500.00		
Total 6900 Statewide Membership Mtg	28,506.64	44,150.00	-15,643.36
7000 NSO			
55 Dues/Fees	28,907.00	27,300.00	1,607.00
60 Crisis Assistance Fund	5,275.00	5,250.00	25.00
Total 7000 NSO	34,182.00	32,550.00	1,632.00
7100 NSO CBC			
10 Travel	2,621.33	2,500.00	121.33
11 Travel Agent Fee	88.00	100.00	-12.00
15 Meals/Lodging	2,220.32	1,500.00	720.32
7100 NSO CBC - Other	4.33		
Total 7100 NSO CBC	4,933.98	4,100.00	833.98
7200 NSO Rep Assembly			
10 Travel	3,099.74	4,000.00	-900.26
11 Travel Agent Fee	105.27	100.00	5.27
15 Meals/Lodging	5,098.62	6,000.00	-901.38
35 Postage	11.08		
Total 7200 NSO Rep Assembly	8,314.71	10,100.00	-1,785.29
7300 NSO War College			
10 Travel	3,608.82	3,000.00	608.82
11 Travel Agent Fee	88.00	100.00	-12.00
15 Meals/Lodging	6,406.88	5,000.00	1,406.88
7300 NSO War College - Other	90.50		
Total 7300 NSO War College	10,194.20	8,100.00	2,094.20
7400 Auditor/Taxes	8,685.06	9,000.00	-314.94
7500 Service/Bank Charges	204.61	200.00	4.61
7700 Records/Reference Committe	36.49		

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09/20/07

Accrual Basis

CAS 2006-07
Profit & Loss Budget vs. Actual
September 2006 through August 2007

	<u>% of Budget</u>
6400 CAS/CSO Support Committee	
10 Travel	0.0%
15 Meals/Lodging	0.0%
70 Promotions	0.0%
Total 6400 CAS/CSO Support Committee	0.0%
6500 Bylaws/Standing Rules Comm	
10 Travel	0.0%
Total 6500 Bylaws/Standing Rules Comm	0.0%
6600 CAS Attorney	
55 Dues/Fees	129.2%
Total 6600 CAS Attorney	129.2%
6700 Technology Committee	
10 Travel	0.0%
15 Meals/Lodging	0.0%
Total 6700 Technology Committee	0.0%
6800 Safety Committee	
10 Travel	0.0%
20 Training	0.0%
Total 6800 Safety Committee	0.0%
6900 Statewide Membership Mtg	
10 Travel	26.9%
11 Travel Agent Fee	0.0%
15 Meals/Lodging	84.8%
20 Training	0.0%
35 Postage	10.7%
40 Office Supplies	141.8%
75 Gifts	27.2%
90 Miscellaneous	
Total 6900 Statewide Membership Mtg	64.6%
7000 NSO	
55 Dues/Fees	105.9%
60 Crisis Assistance Fund	100.5%
Total 7000 NSO	105.0%
7100 NSO CBC	
10 Travel	104.9%
11 Travel Agent Fee	88.0%
15 Meals/Lodging	148.0%
7100 NSO CBC - Other	
Total 7100 NSO CBC	120.3%
7200 NSO Rep Assembly	
10 Travel	77.5%
11 Travel Agent Fee	105.3%
15 Meals/Lodging	85.0%
35 Postage	
Total 7200 NSO Rep Assembly	82.3%
7300 NSO War College	
10 Travel	120.3%
11 Travel Agent Fee	88.0%
15 Meals/Lodging	128.1%
7300 NSO War College - Other	
Total 7300 NSO War College	125.9%
7400 Auditor/Taxes	96.5%
7500 Service/Bank Charges	102.3%
7700 Records/Reference Committe	

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09/20/07
Accrual Basis

CAS 2006-07
Profit & Loss Budget vs. Actual
September 2006 through August 2007

	<u>Sep '06 - Aug 07</u>	<u>Budget</u>	<u>\$ Over Budget</u>
7900 · Harvard Trade Union			
10 Travel	402.60		
11 Travel Agent	44.00		
90 Miscellaneous	1,575.40		
Total 7900 · Harvard Trade Union	<u>2,022.00</u>		
Total Expense	<u>206,617.71</u>	<u>223,900.00</u>	<u>-17,282.29</u>
Net Income	<u>13,569.28</u>	<u>100.00</u>	<u>13,469.28</u>

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Accrual Basis

CAS 2006-07
Profit & Loss Budget vs. Actual
September 2006 through August 2007

% of Budget

7900 - Harvard Trade Union
10 Travel
11 Travel Agent
90 Miscellaneous

Total 7900 - Harvard Trade Union

Total Expense 92.3%

Net Income 13,569.3%

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09/20/07
Accrual Basis

CAS 2006 - 07
Balance Sheet
As of August 31, 2007

	<u>Aug 31, 07</u>
ASSETS	
Current Assets	
Checking/Savings	
FFFCU Certificate - 20	110,302.86
FFFCU Certificate - 41	82,434.76
FFFCU Certificate - 49	38,146.24
FFFCU Checking	29,753.14
FFFCU Jumbo Money Market	64,712.99
FFFCU Savings	17.31
Total Checking/Savings	<u>325,367.30</u>
Other Current Assets	
1400 Crisis Fund - 1	8,252.00
1405 Crisis Fund - 2	4,304.00
1415 Crisis Fund - 4	18,808.00
1420 Crisis Fund - 5	19,967.00
1425 Crisis Fund - 6	18,651.00
1430 Crisis Fund - 7	19,318.00
Total Other Current Assets	<u>89,300.00</u>
Total Current Assets	<u>414,667.30</u>
TOTAL ASSETS	<u>414,667.30</u>
LIABILITIES & EQUITY	
Equity	
3000 · Opening Bal Equity	451,044.02
3900 · Retained Earnings	-49,946.00
Net Income	13,569.28
Total Equity	<u>414,667.30</u>
TOTAL LIABILITIES & EQUITY	<u>414,667.30</u>

CAS Grievances

Grievance No	Report	Rep	Rep	Date Opened/Notified	Status	Category	Notes
05-02-04	10 day suspension for accusations based on hearsay.	Dean Chandler	Linda Virden Vicki Kramer	Feb. 2005	Active	Level 3 - Arbitration	Continuing Arbitration
05-05-01	Subcontracting	Dean Chandler	Kathy Hill	Sept. 2005	Active	Level 3 - Arbitration	Continuing Arbitration
05-09-09	Hostile Work Environment	Dean Chandler	Kathy Hill	Jul. 2005	Active	Level 3 - Arbitration	Continuing Arbitration
06-06-03	Employment Termination;	Dean Chandler	Laura Eastridge	Jun. 2006	Active	Level 3 - Arbitration	Continuing Arbitration
06-09-05	Employment Termination; no progressive discipline;	Gina Domenici	Shelly Bomberry	Aug. 2006	Active	Level 3 - Arbitration	Pre-Arb Scheduled for September 25, 2007
06-09-06	Employment Termination; no progressive discipline;	Maureen Keating	Rosemarie Mangino	Aug. 2006	Active	Level 3 - Arbitration	Continuing Arbitration
06-12-08	Confidential doing BU work	Maureen Keating	Yolanda Mogannam	Dec. 2006	Active	Level 3 - Arbitration	Pre-Arb Scheduled for September 25, 2007
07-04-10	Retirement Under Duress	Vicki Kramer	Linda Virden	Mar. 2007	Active	Level 3 - Arbitration	Level 3 Arbitration Approved 7/2/2007
07-05-11	Layoff Procedure	Maureen Keating	Gina Domenici/ Yolanda Mogannam	Feb. 2007	Active	Level 3 - Arbitration	Level 3 Arbitration Approved 7/2/2007
07-09-12	CAS' denial for agency hire employment extension ignored by CTA Management	Yolanda Mogannam		Sept. 2007	Active	Level 2	Scheduling Level II