



*Report From The Council*  
*Westin San Francisco Airport Hotel - Burlingame*  
*March 16, 2007*

**PRESENT**

Roseanne Becher, President  
Laura Eastridge Murphy, Secretary  
Dawn Basurto, Area 2 Director  
Roger Urroz, Jr., Area 5 Director  
Gina Domenici, Grievance Co-Chair  
Jeanne Akins, Area 2 Rep  
Norma Ortiz, Area 3 Rep  
Marilou Saldajeno, Area 5 Rep  
Becky Johnston, Area 5 Alt Rep  
Jem Mapanao, Area 5 Alt Rep

Debra Oshige, Vice-President  
Michelle Bomberry, Area 1 Director  
Rhonda King, Area 3 Director  
Maureen Keating, Grievance Co-Chair  
Rosemary Mangino, Area 1 Rep  
Terri Pinkney, Area 2 Rep  
Vicki Kramer, Area 4 Rep  
Bob Quance, Area 5 Rep  
Pat Lerseth, Area 1 Alt Rep  
Carole Hester, Newsletter Editor

**ABSENT**

Linda Virden, Treasurer  
Gerald LeDay, Area 5 Rep

Frankie Medina, Area 3 Rep

**GUESTS**

Katie Howard, General Membership Meeting Chair  
Wenessa Clark, CAS Member  
Liz Tokar, Health & Welfare Benefits Trustee  
Yolanda Mogannam, CAS Member

The minutes from December 10, 2006 meeting were approved with corrections.

**PRESIDENT'S REPORT – Roseanne Becher**

Roseanne Becher reported that CAS sent a record 17 attendees to the 2007 NSO WAR College held in Southern California, and thanked the members who attended.

The following was discussed at the January 22nd CAS/Management Meeting:

- o The issue of separating layoff proceeding from investigation in Southern California.
- o CAS concern that CTA continues investigating members while they are out on medical leave.
- o CTA placement of a former supervisor returning from a leave and placed in a CAS position without flying the position.
- o One-on-one... After the information was gathered and a report written, CTA allowed CAS to meet the Membership staff (on CTA release time) to discuss ... CAS then met with Carlos Moreno, CTA Controller, to discuss and present the members' input on the issues, problems, suggested solutions, working conditions, and morale, with some positive outcome.
- o An on-going issue over scheduling a time for a terminated member to pick up their personal belongings.

## **PRESIDENT'S REPORT CONTINUED**

- CAS further addressed the tendency for CTA to hire "Agency Hires" to fill vacant positions.
- There was discussion about who pays what expenses for which committees and CTA stressed that they pay expenses for joint, contractual committees.
- CAS discussed an opinion from the CAS attorney to clarify the taxable mileage issue. Roseanne explained to Council members how the taxable mileage change will affect members.
- A discussion was held with management regarding the on-going confusion regarding the comp time issue. The issue is still under discussion with management.
- To conclude the meeting, there was a conversation with Management regarding advance notice for requesting release time.

On January 24 and 26, Vicki Kramer, Gina Domenici, Maureen Keating and Roseanne Becher attended a "Labor Law and Labor Arbitration" course offered annually to CAS. Vicki added commentary on the course and how arbitrators look at various cases and Maureen reported on additional issues that arbitrators look at when making decisions.

President Becher and the Treasurer, Linda Virden met in February with two CAS members who requested information related to the 2005-06 Bargaining Team expenses. It was reported that in order to ensure the Union meet its lawful disclosure obligations, the Department of Labor, NLRB, CAS Attorney, and NSO President were contacted prior to disclosing any financial information.

At the CSO "Cubicle" Arbitration, a document was produced by CSO that was obtained from Records Center, inadvertently placing a CAS member in the middle of confidentiality dispute. As a result, Records Center was reorganized and moved from Building Services to Office Services.

Yolanda Mogannam was selected to accompany the President to St. Louis for the 2007 NSO Leadership Academy in April.

Lastly, Rep Council approved the purchase of printers for each person who has a CAS computer and needs a printer.

## **VICE-PRESIDENT'S REPORT – Debra Oshige**

Debra Oshige reported that she is working on planning the next Rep Council meeting, scheduled to take place in southern California on June 22 and 23. Roseanne suggested that Debra speak to Katie Howard, who may have committed future meetings to the Westin while negotiating for the CAS General Membership meeting. If the June Exec Board/Rep Council meeting is to be held in Southern California, the choices are Ontario or Santa Ana. Additionally, President Becher stated she wanted to discuss changing the date of the June meeting which will be the last meeting of the year. In the interest of expediency, she said she would take an e-mail poll at a later time.

## **TREASURER'S REPORT – Linda Virden** (See attached report)

In Linda Virden's absence Roseanne Becher distributed the Balance Sheet as of March 15 and the Profit and Loss report from September 1, 2006 to March 15, 2007.

## **TREASURER'S REPORT CONTINUED**

It was noted that both the Health & Welfare and Retirement Trusts will likely go over budget this year. Roseanne explained that part of the expense overage was due to a late Health & Welfare Trust meeting in August and the additional meetings held for the purpose of settling the "Cost Cutting" issues.

## **AREA REPORTS**

### **Area 1 – Michelle Bomberry & Rosemary Mangino**

Region 1 Supervisor, Pat Collins retired and is now serving her emeritus. Tina Laguardia, who previously worked in the Department of Human Resources, was hired as the new Region 1 Supervisor. New job descriptions were distributed to the CAS members in Region 1 reflecting the change of supervisor.

Wireless network routers were recently installed in all of the RRCs in Region I.

A water pipe burst in the Eureka RRC and repairs are expected to be costly. There may be some issues of concern with the construction that is currently going on as well as the transient population in the area.

Michelle noted that Robin Ryan is retiring from the Santa Rosa RRC after 34 years of service. Sheila Bell has been assigned ESP and subsequently there will be an additional Field Services Specialist staff position flown. Construction will be needed in the office to accommodate the new person.

Kris Dickson was hired as the new Research Asst in the Union City-Faultline RRC and has taken over the NODD search duties. Rosemary Mangino reported on Napa-Solano staff changes. She also reported on some sewage problems in that the office.

Linda Martin's title has changed from Secretary IV to Field Services Specialist. It was noted that all other CAS members in similar positions were changed to Field Services Specialists as well.

Michelle also reported that there are member questions regarding petty cash amount-on-hand discrepancies from office to office and further questions as to petty cash is to be used for? Roseanne asked that Michelle direct those questions to her to take to the next meeting with CTA management.

Michelle reported that the Staff Intern Program is on hiatus this year and raised questions regarding it. Roseanne asked that any concerns be directed to her.

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

Dawn Basurto reported that Scott Day was hired as the new Political Action Manager. She noted that there was a staff meeting held in GR yesterday. Scott Day's old position, Professional Confidential, will be flown and interviews for Cathy McGuigan's old CAS position are scheduled for Monday.

Jeanne Akins reported that the Region II Headquarters will be moving from Citrus Heights to Natomas in May.

## **AREA REPORTS CONTINUED**

The Bakersfield office is looking for a new building. There is a staff change in Citrus Heights to NODD staff. Additionally, there is currently a Community Outreach staff position without support staff.

Terri Pinkney reported that there was a 50% split with staff in the Ceres RRC that will impact the CAS workload.

### **Area 3 – Rhonda King & Norma Ortiz**

Norma Ortiz reported that Adela Amaya was presented with a plaque for 40 years with CTA.

Norma advised Esther Duran is back from maternity leave and that Frankie Medina will be out on maternity leave until July. She also noted that the Ventura RRC is to be relocated and that CTA is looking at purchasing a replacement building in Oxnard.

Norma and Rhonda reported that there has still been no replacement for stolen items for members in the Santa Fe Springs office.

### **Area 4 – Vicki Kramer**

Vicki Kramer reported that a member, who was investigated while on medical leave, returned to work and was subsequently given a choice by CTA of being terminated or retiring. The member retired under duress. Additionally, while this member was out on medical leave, her documents were shipped out of the office and her hard drive was wiped out.

With problems reported in the new office in Murrieta, a request was made for a panic button, which was denied. Roseanne asked to get information on this issue to take to the next meeting with management.

There is a staff member on extended leave from the San Bernardino RRC. As a result, the new Community Outreach person assigned to the San Bernardino office is currently without support staff.

### **Area 5 – Roger Urroz, Jr., Marilou Saldajeno, Bob Quance & Jem Mapanao**

Roger added to Roseanne's report on ongoing issues in the Membership Accounting Department. He advised that there was a negative "Performance Review" of one of the new employees. The employee, still on probation, was not given a 45 day notice.

The new Associate Executive Director was named at the February Board Meeting. Becky Zoglman will be moving to that position and as a result, the Communications Manager position has been flown.

Bob Quance noted that he and Yolanda Mogannam have posted their Joint Technology Committee Report on the CAS website.

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

Gina Domenici went over the report and reviewed current issues with the body.

- A grievance will be filed shortly regarding the member who was made to retire under duress.
- There are potential contractual violations regarding a layoff notice that was sent to a member and the member's subsequent intent to assert their bumping rights.
- A member was offered a transfer to another area and elected to resign instead.

A meeting was recently held regarding a conflict with CSO and CAS staff and was reported to be successful.

Maureen Keating reported on the progress of continuing arbitrations.

The Grievance Committee is currently looking into CTA using agency hires for vacancies, issues with temporary employees and changes to CAS job descriptions without the input of the union. She distributed a handout on agency hires and job announcements.

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

The team has been very busy preparing for the CAS General Membership Meeting.

Michelle Bomberry and Terri Pinkney reported that the Organizing Team attended training on January 8 with Bob Lindquist and Cindy Ensworth. There was an Organizing subcommittee meeting on January 9 in Sacramento. The Team stayed an extra day of planning in GR as CSO had cancelled the joint Organizing meeting scheduled for that date. CTA was holding the Chung reception in the building that day as well, so CAS was very visible to leadership and executive management that day.

The team reported that the new tee shirts were to be passed out at the Statewide Staff Meeting along with unity pins with the nice new logo. In addition, they identified great prizes for the CAS General Membership Meeting including two i-pods, a 1 gig mp3 player and other goodies.

Gina Domenici noted that she has finished the new "Tips and Facts" which will be going out very soon.

Michelle reminded everyone to wear their CAS tee shirts at the General Membership Meeting.

### **HEALTH & WELFARE BENEFITS TRUST REPORT – Liz Tokar**

Liz Tokar reported that the Health & Welfare Benefits trust is more solvent now than it was before going into bargaining last year. The Health & Welfare Trustees continue to work to save the Trust money and that a packet will be going out to members shortly with a report on using the "Best Doctors" list. She advised that there are studies which show 50% of the time individuals do not get appropriate (medical) care. Members are encouraged to use the program to get the best doctors to help eliminate this problem as an issue for our Trust. Liz asked the body to share the toll-free "Best Doctors" number 1.866.904.0910, with the membership.

Liz also addressed the new pharmacy co-pays that took effect on January 1, 2007. Again, she stressed that in cases where generic drugs can be used, it is encouraged. You will have no co-pays on generic drugs. You can get them for free.

## **HEALTH & WELFARE BENEFITS TRUST REPORT CONTINUED**

In closing, Liz spoke about the letter sent by Medco regarding the prescription drug printout available to members for prescriptions issued during the last year.

## **RETIREMENT TRUST REPORT – Maureen Keating**

Maureen Keating reported that the Trust has come to a language agreement on spiking and gave an overview on that language.

The Trust is currently and in the near future facing a bubble of new retirees. This will put an added strain on the trust but the trustees are doing everything possible to maintain its good funding status and, to that end, recently did adjustments to its investment in order to obtain (projected) better returns.

## **ELECTIONS COMMITTEE REPORT – Roseanne Becher**

Roseanne Becher reported that the additional 1% was passed unanimously by members who voted. However, CSO have not yet completed their ratification (CSO has, since our meeting was held, ratified the 1%).

## **CONFLICT MANAGEMENT TEAM REPORT – Dawn Basurto & Jeanne Akins**

Dawn Basurto reported on the attempt to put together a CAS/CSO Conflict Management Team. Dawn noted that Jeanne Akins and Rosemary Mangino agreed to be on the team and asked for other volunteers for the committee. CSO has put together a team of 10 members from their ranks. Jeanne Akins reported on the Conflict Management meeting in Burlingame held February 21 and facilitated by Marlene Fong.

## **FLEX COMMITTEE REPORT – Debra Oshige & Jeanne Akins**

Jeanne Akins reported that the flex time pilot in Fresno has worked wonderfully as staff alternated their flex days. The staff has been able to use earned time off during the pilot time, with no problems. The pilot, scheduled to end April 1, was reported as seamless and was supported by the supervisor, manager, CAS and CSO staff.

Debra Oshige reported, conversely, the Santa Fe Springs Office Services Department ended their flex time pilot program participation early, based on unanimous input from the member-participants. Scheduling and coverage of workload were cited as primary reasons for the early suspension.

## **COMMUNICATIONS COMMITTEE REPORT – Debra Oshige & Jeanne Akins**

Carole Hester reminded the body that the newsletter deadline is March 30.

Roger Urroz reported that we have now moved over to a new hosting company for the website, gnxonline.com, with the cost of \$45 per year.

Carol also asked the body to revisit old business, regarding setting up a blog or chat room for our members. Roger & Gina Domenici reported that they have researched what this would take and noted that we would have to create a higher level of website to be able to do that. They advised that they will come back with a more detailed report and recommendation for Rep Council to consider. It was noted that we keep tabling this issue. The body discussed the issue and the current testing of Yahoo chat groups as a way for the membership to communicate.

## **TECHNOLOGY COMMITTEE REPORT – Bob Quance & Yolanda Mogannam**

Bob Quance reported that there has been some discussion in Tech Committee meetings to creating subcommittee to look at training needs.

The body discussed possible nominees for members of this subcommittee.

### **OLD BUSINESS**

None reported

### **NEW BUSINESS**

None Reported

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

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

June 22-23, 2007 (After our meeting Rep Council agreed to change date to July 13-14, 2007, and to hold meetings in Ontario, CA)

**CAS 2006 - 07**  
**Balance Sheet**  
As of March 15, 2007

Mar 15, 07

<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
FFFCU Certificate - 20	108,026.87
FFFCU Certificate - 41	82,434.76
FFFCU Certificate - 49	38,146.24
FFFCU Checking	6,449.17
FFFCU Jumbo Money Market	78,702.60
FFFCU Savings	17.31
<b>Total Checking/Savings</b>	<u>313,776.95</u>
<b>Other Current Assets</b>	
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
<b>Total Other Current Assets</b>	<u>89,300.00</u>
<b>Total Current Assets</b>	<u>403,076.95</u>
<b>TOTAL ASSETS</b>	<u><b>403,076.95</b></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Equity</b>	
3000 · Opening Bal Equity	451,043.82
3900 · Retained Earnings	-49,946.00
Net Income	1,979.13
<b>Total Equity</b>	<u>403,076.95</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>403,076.95</b></u>

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03/12/07  
Accrual Basis

CAS 2006 - 07  
**Profit & Loss Budget vs. Actual**  
September 1, 2006 through March 15, 2007

	Sep 1, '06 - Mar 15, 07	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
4000 Local Dues	113,146.99	215,000.00	-101,853.01	52.6%
4010 Interest Income	8,704.92	9,000.00	-295.08	96.7%
<b>Total Income</b>	<b>121,851.91</b>	<b>224,000.00</b>	<b>-102,148.09</b>	<b>54.4%</b>
<b>Expense</b>				
<b>5000 ExecBoard/Rep Council</b>				
10 Travel	3,491.84	12,000.00	-8,508.16	29.1%
11 Travel Agent Fee	22.00	100.00	-78.00	22.0%
15 Meals/Lodging	14,596.87	17,000.00	-2,403.13	85.9%
20 Training	0.00	3,000.00	-3,000.00	0.0%
30 Printing	119.05	150.00	-30.95	79.4%
35 Postage	822.22	1,000.00	-177.78	82.2%
40 Office Expense/Supplies	1,266.50	1,500.00	-233.50	84.4%
45 Telephone	740.90	2,000.00	-1,259.10	37.0%
90 Miscellaneous	641.17	200.00	441.17	320.6%
<b>Total 5000 ExecBoard/Rep Council</b>	<b>21,700.55</b>	<b>36,950.00</b>	<b>-15,249.45</b>	<b>58.7%</b>
<b>5100 Grievance</b>				
10 Travel	1,873.95	4,000.00	-2,126.05	46.8%
11 Travel Agent Fee	22.00	100.00	-78.00	22.0%
15 Meals/Lodging	932.71	1,500.00	-567.29	62.2%
20 Training	1,377.73	4,000.00	-2,622.27	34.4%
35 Postage	318.75	100.00	218.75	318.8%
40 Office Expense/Supplies	221.45	1,000.00	-778.55	22.1%
45 Telephone	3,022.43	2,000.00	1,022.43	151.1%
5100 Grievance - Other	15.50			
<b>Total 5100 Grievance</b>	<b>7,784.52</b>	<b>12,700.00</b>	<b>-4,915.48</b>	<b>61.3%</b>
<b>5200 Arbitration</b>				
10 Travel	1,606.61	2,000.00	-393.39	80.3%
11 Travel Agent Fee	22.00	0.00	22.00	100.0%
15 Meals/Lodging	2,564.06	3,000.00	-435.94	85.5%
35 Postage	0.00	0.00	0.00	0.0%
40 Office Expense	900.80	500.00	400.80	180.2%
55 Dues/Fees	1,350.00	4,500.00	-3,150.00	30.0%
5200 Arbitration - Other	262.68			
<b>Total 5200 Arbitration</b>	<b>6,706.15</b>	<b>10,000.00</b>	<b>-3,293.85</b>	<b>67.1%</b>
<b>5300 Conflict Resolution</b>				
10 Travel	123.50	500.00	-376.50	24.7%
15 Meals/Lodging	3.70	500.00	-496.30	0.7%
<b>Total 5300 Conflict Resolution</b>	<b>127.20</b>	<b>1,000.00</b>	<b>-872.80</b>	<b>12.7%</b>
<b>5400 Bargaining</b>				
10 Travel	304.10	500.00	-195.90	60.8%
11 Travel Agent Fee	22.00			
15 Meals/Lodging	289.67	500.00	-210.33	57.9%
35 Postage	86.74	500.00	-413.26	17.3%
40 Office Expense/Supplies	96.98	1,500.00	-1,403.02	6.5%
<b>Total 5400 Bargaining</b>	<b>799.49</b>	<b>3,000.00</b>	<b>-2,200.51</b>	<b>26.6%</b>
<b>5500 Retirement Trust</b>				
10 Travel	1,344.88	1,000.00	344.88	134.5%
11 Travel Agent Fee	22.00	100.00	-78.00	22.0%
15 Meals/Lodging	585.76	2,000.00	-1,414.24	29.3%
25 Conferences	0.00	2,000.00	-2,000.00	0.0%
50 Insurance	0.00	150.00	-150.00	0.0%
5500 Retirement Trust - Other	1,250.00			
<b>Total 5500 Retirement Trust</b>	<b>3,202.64</b>	<b>5,250.00</b>	<b>-2,047.36</b>	<b>61.0%</b>

CAS 2006 - 07  
**Profit & Loss Budget vs. Actual**  
 September 1, 2006 through March 15, 2007

	Sep 1, '06 - Mar 15, 07	Budget	\$ Over Budget	% of Budget
<b>5600 Health &amp; Welfare Trust</b>				
10 Travel	2,009.80	1,000.00	1,009.80	201.0%
11 Travel Agent Fee	110.00	100.00	10.00	110.0%
15 Meals/Lodging	1,357.96	2,000.00	-642.04	67.9%
25 Conferences	995.00	2,000.00	-1,005.00	49.8%
50 Insurance	250.00	150.00	100.00	166.7%
<b>Total 5600 Health &amp; Welfare Trust</b>	<b>4,722.76</b>	<b>5,250.00</b>	<b>-527.24</b>	<b>90.0%</b>
<b>5700 Elections</b>				
10 Travel	0.00	500.00	-500.00	0.0%
15 Meals/Lodging	0.00	300.00	-300.00	0.0%
30 Printing	0.00	1,000.00	-1,000.00	0.0%
35 Postage	425.00	700.00	-275.00	60.7%
40 Office Supplies/Supplies	192.00			
<b>Total 5700 Elections</b>	<b>617.00</b>	<b>2,500.00</b>	<b>-1,883.00</b>	<b>24.7%</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	76.86	200.00	-123.14	38.4%
40 Office Expense/Supplies	0.00	100.00	-100.00	0.0%
<b>Total 5800 Membership Committee</b>	<b>76.86</b>	<b>500.00</b>	<b>-423.14</b>	<b>15.4%</b>
<b>5900 Recognition/Remembrance</b>				
75 Gifts	714.09	3,500.00	-2,785.91	20.4%
<b>Total 5900 Recognition/Remembrance</b>	<b>714.09</b>	<b>3,500.00</b>	<b>-2,785.91</b>	<b>20.4%</b>
<b>6000 Communications</b>				
10 Travel	0.00	1,100.00	-1,100.00	0.0%
15 Meals/Lodging	0.00	1,200.00	-1,200.00	0.0%
20 Training	0.00	2,000.00	-2,000.00	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	139.80	1,500.00	-1,360.20	9.3%
<b>Total 6000 Communications</b>	<b>139.80</b>	<b>6,000.00</b>	<b>-5,860.20</b>	<b>2.3%</b>
<b>6100 Organizing</b>				
10 Travel	1,926.59	4,000.00	-2,073.41	48.2%
11 Travel Agent Fee	22.00	100.00	-78.00	22.0%
15 Meals/Lodging	3,426.06	9,000.00	-5,573.94	38.1%
30 Printing	1,478.72	200.00	1,278.72	739.4%
35 Postage	28.35	300.00	-271.65	9.5%
40 Office Expense/Supplies	125.31	1,000.00	-874.69	12.5%
70 Promotions	54.95	7,000.00	-6,945.05	0.8%
75 Gifts	358.55	500.00	-141.45	71.7%
<b>Total 6100 Organizing</b>	<b>7,420.53</b>	<b>22,100.00</b>	<b>-14,679.47</b>	<b>33.6%</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	552.00	1,000.00	-448.00	55.2%
15 Meals/Lodging	109.02	500.00	-390.98	21.8%
35 Postage	4.05			
40 Office Supplies/Supplies	0.00	50.00	-50.00	0.0%
<b>Total 6300 Budget/Finance</b>	<b>665.07</b>	<b>1,550.00</b>	<b>-884.93</b>	<b>42.9%</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>

7:08 AM  
03/12/07  
Accrual Basis

**CAS 2006 - 07**  
**Profit & Loss Budget vs. Actual**  
September 1, 2006 through March 15, 2007

	Sep 1, '06 - Mar 15, 07	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	2,625.00	3,000.00	-375.00	87.5%
<b>Total 6600 CAS Attorney</b>	2,625.00	3,000.00	-375.00	87.5%
<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	52.50	14,000.00	-13,947.50	0.4%
11 Travel Agent Fee	0.00	100.00	-100.00	0.0%
15 Meals/Lodging	5,000.00	28,000.00	-23,000.00	17.9%
20 Training	0.00	700.00	-700.00	0.0%
35 Postage	0.00	200.00	-200.00	0.0%
40 Office Supplies	0.00	150.00	-150.00	0.0%
75 Gifts	0.00	1,000.00	-1,000.00	0.0%
90 Miscellaneous	500.00			
<b>Total 6900 Statewide Membership Mtg</b>	5,552.50	44,150.00	-38,597.50	12.6%
<b>7000 NSO</b>				
55 Dues/Fees	28,902.00	27,300.00	1,602.00	105.9%
60 Crisis Assistance Fund	5,275.00	5,250.00	25.00	100.5%
<b>Total 7000 NSO</b>	34,177.00	32,550.00	1,627.00	105.0%
<b>7100 NSO CBC</b>				
10 Travel	1,150.42	2,500.00	-1,349.58	46.0%
11 Travel Agent Fee	88.00	100.00	-12.00	88.0%
15 Meals/Lodging	896.73	1,500.00	-603.27	59.8%
<b>Total 7100 NSO CBC</b>	2,135.15	4,100.00	-1,964.85	52.1%
<b>7200 NSO Rep Assembly</b>				
10 Travel	0.00	4,000.00	-4,000.00	0.0%
11 Travel Agent Fee	0.00	100.00	-100.00	0.0%
15 Meals/Lodging	0.00	6,000.00	-6,000.00	0.0%
<b>Total 7200 NSO Rep Assembly</b>	0.00	10,100.00	-10,100.00	0.0%
<b>7300 NSO War College</b>				
10 Travel	3,351.42	3,000.00	351.42	111.7%
11 Travel Agent Fee	88.00	100.00	-12.00	88.0%
15 Meals/Lodging	6,406.88	5,000.00	1,406.88	128.1%
7300 NSO War College - Other	90.50			
<b>Total 7300 NSO War College</b>	9,936.80	8,100.00	1,836.80	122.7%
<b>7400 Auditor/Taxes</b>	8,685.06	9,000.00	-314.94	96.5%
<b>7500 Service/Bank Charges</b>	62.61	200.00	-137.39	31.3%
<b>7800 Publications</b>	0.00	100.00	-100.00	0.0%
<b>7900 Harvard Trade Union</b>				
10 Travel	402.60			
11 Travel Agent	44.00			
90 Miscellaneous	1,575.40			
<b>Total 7900 Harvard Trade Union</b>	2,022.00			
<b>Total Expense</b>	119,872.78	224,000.00	-104,127.22	53.5%
<b>Net Income</b>	1,979.13	0.00	1,979.13	100.0%

# CAS GRIEVANCES / ISSUES

Grievances / Issues as of  
March 15, 2007 3 PM

Griev. No.	Report	Rep	Rep 2	Opened / Notified Date	Status	Category	Notes
#05-07-04	10 day suspension for accusations based on hearsay.	Dean Chandler	Linda Virden/Vicki Kramer	Feb. 2005	Active	Level 3 - Arbitration	Arbitration Continuing in Sep. 2007
#05-07-08	Performance Review	Maureen Keating		Jul. 2005	Active	Level 3 - Arbitration	CAS and NSO in negotiations
#05-07-09	Involuntary Transfer	Dean Chandler	Kathy Hill	Jul. 2005	Active	Level 3 - Arbitration	Continuing Arbitration
#05-09-11	Subcontracting	Dean Chandler	Kathy Hill	Sept. 2005	Active	Level 3 - Arbitration	Continuing Arbitration
#06-04-01	Letter of Reprimand for use OF CTA Email; Opened sealed file	Maureen Keating	Vicki Kramer	Mar. 2006	Active	Level 3 - Arbitration	Withdrawn per member request.
#06-06-03	Employment Termination;	Dean Chandler	Laura Estridge	Jun. 2006	Active	Level 3 - Arbitration	Scheduling Arbitration
#06-08-04	Employment Termination; no progressive discipline;	Roger Urroz	Maureen Keating	Aug. 2006	Closed	Level 2	Possible settlement
#06-09-05	Employment Termination; no progressive discipline;	Gina Domenici	Shelly Bomberry	Aug. 2006	Active	Level 3 - Arbitration	Scheduling Arbitration
#06-09-06	Employment Termination; no progressive discipline;	Maureen Keating	Rosemarie Mangino	Aug. 2006	Active	Level 3 - Arbitration	Continuing Arbitration
#06-09-07	Grievance for denial of reclass based on discrimination	Roger Urroz	Yolanda Moganam	Aug. 2006	Active	Level 2	

OVER



Griev. No.	Report	Rep	Rep 2	Opened / Notified Date	Status	Category	Notes
#06-12-08	Non BU employee doing BU work	Maureen Keating	Yolanda Mogamm	Dec. 2006	Active	Level 2	Denied at Level 2
N/A	Return to position from Unpaid Leave	Maureen Keating	Yolanda M.	Jan. 2007	Active	Informal	Not filed due to request by member.
N/A	Constructive Dismissal / Due Process	Vicki Kramer	Linda Virden	Mar. 2007	Forthcoming Grievance		To be filed at Level 2 within 30 days
N/A	Position transferred to Burlingame while member on Leave	Gina Domenici	Norma Ortiz/ Frankie Medina	Feb. 2007	Issue		Employee voluntarily terminated employment.
N/A	Layoff	Gina Domenici	Norma Ortiz/ Frankie Medina	Feb. 2007	Issue		Employee in process of bumping CTA to respond by 3/16/2007
N/A	Layoff	Vicki Kramer	Linda Virden	Feb. 2007	Issue		Employee forced into Retirement under duress of pending termination
N/A	Job Title Change from Depr. to Field			Feb. 2007	Discussion		
N/A	Movement of Statewide Assignment (ESP) to Santa Rosa RRC.			Feb. 2007	Issue		Notified by Regional Manger Position to be flown.
N/A	CAS/CSO Issue			Feb. 2007	Issue		Meeting held with individuals and management; concluded to member satisfaction.