



CAS

California Associate Staff



# Your Bargaining Voice

CAS Bargaining Team  
2008-09

Volume 1, Issue 5

March 16, 2009

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## **CAS and CTA Exchange Proposals**

Today was the first day of CAS Bargaining. We exchanged Initial Proposals with CTA, and both are attached for your review.

### **The CTA Initial Proposal**

While CTA's proposal was rather modest in paper weight, it did contain several take-back items. CTA established that their priority in this year's bargaining is to address the retirement funding issue. Furthermore, CTA informed us that all economic issues (salary, health and retirement benefits and other monetary issues) will be addressed in Tripartite bargaining, which starts tomorrow, as part of a total compensation settlement package. Their proposal includes the following contract rollbacks:

- ◆ Once again, CTA is asking to extend the time that they can retain agency personnel, such as staff from Kelly Services/Office Team, etc., to perform **your** bargaining unit work from 90 calendar days to 180 working days (which equals nearly 9 months)! Under the current contract language, CTA must ask CAS for an extension if they want to retain an agency hire longer than 90 calendar days.
- ◆ CTA has proposed **reducing** the minimum number of days for flying a position before interviews are conducted, or before going external, from 10 to 5 working days. If you are out of the office on business or on vacation, you could miss a vacancy posting with such a short timeline.
- ◆ CTA proposed tiering retiree medical benefits to require new employees hired after September 1, 2009, to serve **20 continuous, consecutive years** of employment to qualify for lifetime retiree medical benefits. Tiering is divisive, causes resentment, and is anti-union, creating different employee benefit compensation levels for employees doing the same work. Remember, if the current active employees deny future employees our same benefit package, those same employees will eventually be determining **our** benefits after we retire.
- ◆ CTA is also proposing a take-back for CAS members who go on unpaid medical leave. This proposal would require employees to have 5 or more years of service to retain medical benefits while on an extended unpaid leave. A perfect example would be newer employees who go on maternity leave. This proposal is discriminatory, particularly to young women of childbearing age, and could affect approximately 1/3 of our CAS membership! This proposal by CTA is anti-family, plain and simple!

*(Continued on Page 2)*

**"The fight is never  
about grapes or  
lettuce. It is always  
about people."**

**- Cesar Chavez**



**Mark Your Calendars!**

Tripartite Bargaining  
begins on  
**March 17, 2009!**

Contract Expiration  
Date: **8/31/09**



***CTA Initial Proposal—Continued***

- ◆ A short-sighted proposal by management is that employees must take annual leave in excess of allowable accumulations beginning on June 1<sup>st</sup>-- or have it scheduled by June 1<sup>st</sup>-- for utilization later in the fiscal year (as opposed to August 1<sup>st</sup> per current contract language). This makes no sense to the CAS Bargaining Team. Department staff are busy in May, June and July with the summer conference season and state budget negotiations; while in the field many schools are still in session, local chapters are holding elections, and there are several Service Center Council events.
- ◆ Another repeat proposal from 2006 would restrict sick and annual leave usage to no less than 2 hour blocks of time. And PN leave would have to be taken in no less than 4 hour increments, with at least 1 day advance notification (except in the case of an emergency). For example – if you have an early morning medical appointment, and you arrive at the office at 9:30 a.m. you could no longer utilize just 30 minutes of sick leave. Rather, you would have to use 2 full hours of sick leave for the ½ hour you were off. Clearly, this is not an efficient use of employee time and would impact service to CTA members.
- ◆ CTA is proposing a modification to our Religious Day leave usage language that allows CTA to determine what constitutes a religious day “of obligation” and will require at least 30 days advance notification to CTA to utilize such leave. CTA tells us approval would be subject to verification via “research by DHRM.” In inter-faith families, employees would only be allowed to utilize a religious day for their own personal faith, not the faith of their spouse, domestic partner or children. Therefore, if you are Catholic and your spouse is Jewish, and you are raising your children in the Jewish faith, you, as the employee, could not use a religious day to accompany your spouse and children to services on Rosh Hashanah. Faith is very personal, and should not be dictated or judged by the employer.

***The CAS Initial Proposal***

The CAS Initial Proposal presented to CTA was based on the outcome of your surveys. Thank you, yet again, for taking the time to fill them out and for expressing your interests and concerns! First and foremost, we are committed to **protecting your retirement and health benefits and your job security.**

***Highlights of the attached CAS Initial Proposal include:***

**Layoffs** - New layoff language stating that layoffs shall only occur in equal proportion to a comparable percentage of layoffs of supervisors, confidentials and managers. In the unfortunate circumstance that layoffs become necessary, we want to ensure that we are not the only employees in the CTA family adversely affected. Additionally, the reduction of an employee’s hours from full to part-time would be considered a layoff.

**Salary Schedule Compaction** – We are looking to achieve a more equitable distribution of salaries and increases and a more logical indexing pattern, and have our CAS members achieve maximum career earnings earlier by adjusting longevity payments to reach maximum salary in year 20 instead of year 30. We are proposing to merge Schedules A, B and C into D (which compacts our columns from 7 to 4). Currently, there is about an \$1800 gap between A1 and G1. This proposal helps to shrink that gap. We are proposing the salary increase in flat amounts rather than as a percentage, so as not to further increase the gap between our lowest and highest paid members.

**Flex Time & Compressed Work Schedule** – Based on overwhelming survey responses, CAS is proposing expanded flexible work schedule options, including a four-day compressed work week.

**Discipline** - We are asking for new language stating that any adverse action to an employee will be with pay pending final outcome of a grievance procedure relating to discipline.

**Annual Leave** - This proposal will eliminate the 6-year accumulation schedule. We are the only members of the CTA family who must work 6 years to achieve the maximum annual leave amount.

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Your Bargaining Voice



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2008-09**

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*We are on the Web!*

[www.cas-nso.org](http://www.cas-nso.org)

**CAS Initial Proposal—Continued**

**Extraordinary Leave Bank** – We propose to expand usage of the Extraordinary Leave Bank to include a spouse, domestic partner or child.

**Employee Surveillance** – Our objective is to protect our members from arbitrary discipline through management’s use of video cameras. Our proposed language specifically addresses video surveillance. The focus should be on employee and office safety, not discipline of CAS members.

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We look forward to seeing you at the CAS General Membership Meeting on March 28-29 at the Westin SFO in Burlingame. In our Bargaining Team Town Hall Forum, we will be providing you with more bargaining details and the opportunity to ask the team questions.



**CAS Bargaining Team, front row (l-r) Rhonda King, Bob Quance and Laura Eastridge Murphy. Back row (l-r) DeDe Deatrck, Debra Oshige, Mia Anastasio and Terri Pinkney.**

**Got Questions, Concerns or Input to Share?**

**We'd like to hear from you!**

**Email: [CASBargaining@yahoo.com](mailto:CASBargaining@yahoo.com)**

**(from your home/personal computer)**



**CAS Bargaining Dates**

- **March 17 (Tripartite)**
- **March 26 (Tripartite)**
- **March 30 (Tripartite)**
- **April 3**
- **April 9 (Tripartite)**
- **April 14**
- **April 17**
- **April 28 (Tripartite)**
- **May 7**
- **May 11**
- **June 1, 3, 4, 8 & 10 (CAS CSO, or Tripartite if needed)**
- **August 31, 2009**



***Involvement = Commitment = Success!***