



CAS

California Associate Staff



Your Bargaining Voice

CAS Bargaining Team
2008-09

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March 29, 2009

Debra Oshige, Chair

DeDe Deatrick

Laura Eastridge Murphy

Rhonda King

Terri Pinkney

Bob Quance

Mia Anastasio, Alternate

"We Don't See The Need..."

CTA's tone at the bargaining table on Thursday, March 26 was rude, hostile, and included some language that we found shocking and unreasonable. When asking for CTA's rationale to many of our proposals, CTA's only explanation was "status quo...**we don't see the need** to change anything." CTA's hostile tone was directed at CAS ONLY!

The counter proposals that CTA brought to the table on Thursday included proposed changes and take-backs in the following areas:

Health & Welfare Benefits

- ◆ CTA presented a list of health and welfare benefit cuts that could be made, which would amount to about a 2% savings— for redirection to the Retirement Trust. CTA proposals included increasing co-pays and deductibles, potential changes to vision coverage, and prescription plan adjustments.
- ◆ Requiring CAS employees (**AND ONLY CAS**) to work 5 years before they are entitled to health benefits during an unpaid leave of absence, such as an extended illness, maternity leave, etc.
- ◆ Increasing the eligibility for retiree medical coverage from 10 to 15 continuous, consecutive years of employment.
- ◆ Restricting CAS employees (**AND ONLY CAS**) to use unpaid medical leave/disability once per illness . We are checking into the legality of this restriction.

Job Security & Protection

- ◆ CTA rejected our proposal for job security to ensure layoff protections and bumping rights for employees whose full-time position is arbitrarily reduced to part-time status.
- ◆ Reducing the vacancy posting time from ten (10) to five (5) days. CTA says it will help "speed up the hiring process," but we believe it's a way for CTA to go external sooner without considering internal applicants.
- ◆ CTA rejected the CAS proposal on seniority to have time spent on a paid disability, or an unpaid leave of absence of 12 months or less, to count toward seniority credit. When CAS asked CTA what their objections were to our proposal, they responded....**"We don't see the need!"** We are seeking parity with CSO.

"Labor cannot stand still. It must not retreat. It must go on, or go under."

-Harry Bridges



Mark Your Calendars!

Next Tripartite Bargaining
TODAY

March 30, 2009!

Contract Expiration Date:
8/31/09



Job Security & Protection -- Continued

- ◆ **CTA rejected the CAS proposal to ensure there be no unnecessary monitoring** of employees (video surveillance, email, voice mail, telephone calls, and internet usage) with no counter proposal.

Leave Usage

- ◆ **Changes to how you could use your sick, vacation and PN leave**— CTA proposed that leave usage be in two (2) hour increments only -- **(AND ONLY TO CAS)!** For example, if you have an early morning dental appointment and you arrive at the office at 9:30 a.m., you could no longer come in a 1/2 hour late, using 1/2 hour of sick leave. Rather, you would have to use 2 hours of sick leave for a 1/2 hour actually used! **We guess CTA thinks we should just go to the mall until 11:00 a.m. rather than getting back to our desks and being available to support CTA members!** Also, PN usage would require at least one (1) work day advance notification (except in case of an emergency) -- as opposed to our current language of “reasonable advance notification.” When we asked CTA why they made this proposal, they said it **“becomes a horrendous scheduling problem for our supervisors”** and indicated it was too burdensome for supervisors to track leave usage in smaller increments.
- ◆ **CTA proposed requiring employees to take annual leave in excess of allowable accumulations beginning on June 1** (instead of August 1), unless adequate leave is already scheduled to be taken later in the year.
- ◆ **CTA rejected the CAS proposal to “front-load” our annual leave** by eliminating the six (6) year accrual schedule to earn our 23 days of annual leave. Our proposal would have employees get the maximum leave days upon employment up front, in parity with all other CTA employees.

Flexible Work Schedule

- ◆ CAS submitted a comprehensive proposal on expanded flexible work schedules. CTA responded that they needed more time to consider our substantial language proposal.

Housekeeping Items

- ◆ CTA agreed that including a contract index would be a good idea for easy reference, but proposed that CAS develop and type it up for CTA. CTA’s tone was, *“Let the little secretaries do that kind of work.”*

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CAS Bargaining Dates

- **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 – CONTRACT EXPIRES!**



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2008-09**

Debra Oshige, Chair
Sacramento GR
(916) 325-1541
debram1224@aol.com

DeDe Deatrick
Rancho Mirage RRC
(760) 324-3121
ddd4884@dc.rr.com

Laura Eastridge Murphy
Burlingame HQ
(650) 552-5317
leastridgem@yahoo.com

Rhonda King
Santa Maria RRC
(805) 922-5707
RWRLKing@msn.com

Terri Pinkney
Ceres RRC
(209) 537-0702
Terri.pinkney@yahoo.com

Bob Quance
Burlingame HQ
(650) 552-5498
bobqcat@yahoo.com

Mia Anastasio, Alternate
Santa Rosa RRC
(707) 544-1075
mia.anastasio@yahoo.com

We are on the Web!

www.cas-nso.org

Total Compensation Package

CTA will be settling all economic issues in a “total compensation” package. That basically means there is one pot of money to draw on for salary increases, retirement and health trust funding, and other cost items like business expenses.

Listed below is an overview of the economic proposals exchanged to date:

	CTA Initial Proposal March 17	CAS March 26 Proposal	CTA March 26 Counterproposal
Retirement Trust Funding	Infuse 12% of Payroll to Trust: CTA 8% CAS/CSO 4%	CTA 10% CAS/CSO 2% redirect from 401(k)	CTA 8% CAS/CSO 2% redirect from 401(k); and 2% from health benefit cuts
Salary Increase	None	2009-10 – 0% 2010-11 – 1%=flat dollar 2011-12 – 2%=flat dollar	2009-10 – 0% 2010-11 & 2011-12 - any increase to be taken from total comp package.
Salary Schedule/ Longevity	None	2009-10 – Adjust longevity intervals by \$125 @ years 6, 10, 15 for a max of \$500 @ 20 years; 2010-11 – Compact schedule to 4 columns by merging columns ABC into D	Status Quo
Health Benefit Adjustments	Employees hired after September 1, 2009+ requirement of 20 years employment for retiree health benefits.	Status Quo	CTA proposed reductions to achieve: --a 2% savings to be redirected to Retirement. -- new language that adjusts the rate that CTA pays for Blue Cross and Kaiser. Eligibility for retiree medical coverage increased from 10 to 15 years.
Business & Vehicle Expense Amounts		Meal allowance increased to \$80/day (per CSO proposal) with no meal cap.	No increase for 2009-10. For 2010-11 and 2011-12, to be determined in conjunction with salary increase/total compensation.

Got Questions, Concerns or Input to Share?

We'd like to hear from you!

Email: CASBargaining@yahoo.com

(from your home/personal computer)



Involvement = Commitment = Success!