



CAS

California Associate Staff



## ***Your Bargaining Voice***

CAS Bargaining Team  
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# **Bargaining Update**

**“The role of the labor union is to ensure that the balance is not tipped in favor of the employer when employees do not receive wages & benefits commensurate with their contribution.”**

**-William Burrus, VP**

**American Postal Workers Union**



### **Mark Your Calendars!**

Next CAS Bargaining

**April 3, 2009**

Contract Expiration Date:

**8/31/09**



Today CAS, CSO and CTA met in Tripartite bargaining. CAS and CSO presented their counter proposals to CTA. We expect CTA to present a counter at the next CAS bargaining session on Friday, April 3rd - specific to non-economic language items *only*.

CAS reverted to the original proposal made to CTA on most language items and proposed, along with CSO, that CTA bring its Retirement Trust contribution to 33.5%; a 12% increase to its current contribution. At this time, labor has been made privy to new information that leads us to believe that CTA has sufficient resources to infuse these additional monies with no need for a redirect from the 401(k).

The salary proposal presented to CTA was revised, eliminating the column compaction, but holding firm on longevity compaction from 30 years to 20 years in order to achieve maximum salary more quickly. A flat dollar amount was proposed that equated to a 1% salary increase for 2009-2010, and a flat dollar amount that equated to a 2% salary increase for 2010-2011.

The parties agreed to resume Tripartite bargaining April 8-9. Economic exchanges will take place during these sessions.

The Retirement Trust arbitration was completed today with a decision due April 3rd. However, the Trust meets tomorrow and it is expected that the actuary will certify the Trust “Red” at that meeting - a certification that may be reversed by the decision of the arbitrator. We are still unclear about exactly what going into the Red Zone may mean and what the ramifications might be for the Trust. Our labor trustees will be garnering additional data from the actuary at tomorrow’s meeting, and will provide an update a few days after the Trust meeting.

