



CAS

California Associate Staff



Your Bargaining Voice

CAS Bargaining Team
2008-09

Volume 1, Issue 10

April 9, 2009

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CAS/CSO Tripartite Bargaining Update

Following two days of Tripartite Bargaining, we can report that both CAS and CSO exchanged several economic and language package counter proposals with CTA. CTA only responded with economic proposals and we expect to discuss language items on Monday, April 13th.

At the beginning of these two days, CTA was insistent on increasing the vesting period for lifetime retiree medical to 15 years. In response and to ensure the long-term viability of the Health and Welfare Trust, CAS and CSO proposed that a Rule of 65 be established for vesting in lifetime health and welfare benefits. To be eligible an applicant would need a combination of age and qualified service years that is equal to 65 with a minimum of 50 years of age and 10 years of qualified service. In 2014-2015, the Rule of 65 would become the Rule of 70 with a minimum of 12 years of qualified service required. Through this gradual increase of the vesting period, we believe this proposal will have a minimal impact on current plan participants.

Our latest economic proposal also included:

- An additional 12% contribution by CTA to the Retirement Trust;
- Three-year contract with salary increase of 5%: 0% in first year, 2% in the second year and 3% in the third year for across-the-board increases or restructuring of the salary schedule, and;
- No additional benefit modifications.

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My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: "We must be together; our masters are joined together and we must do the same thing."

-Mother Jones



Mark Your Calendars!

Tripartite Bargaining
continues on
April 13-14, 2009!

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



CAS Bargaining Team Welcomes....

Katie Howard

Katie Howard from the Natomas RRC has been appointed to be the new alternate on the CAS Bargaining Team. With Laura Eastridge Murphy's departure from CAS to the new Confidential Assistant position in TIDD, Katie joins our team and brings a wealth of CAS advocacy experience and knowledge to the table.

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We are on the Web!

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At day's end, CTA's position on a three-year economic package was for CTA to contribute an additional 8% to the Retirement Trust and for the Unions to contribute 4% through the following reductions:

- 10% annual cap on increased contributions to medical benefits;
- No increase in auto and business expenses;
- Receipts for all meal reimbursements;
- 2% reduction in medical benefits or 2% redirect in 401(k) contribution; and,
- Differentiated contribution for Blue Cross and Kaiser.

In addition, CTA countered with a Rule of 70: effective 1/1/2012, eligibility for retiree medical coverage requiring 13 continuous, consecutive years of employment with the sum of years of service and age equal to at least 70.

For the first time CTA put salary on the table, proposing 0% in first year, 1% in the second year and 1% in the third year of the agreement for salary or compression.

Tripartite bargaining resumes Monday, April 13 and Tuesday, April 14.

Got Questions, Concerns or Input to Share?

We'd like to hear from you!

Email: CASBargaining@yahoo.com
(from your home/personal computer)



CAS Bargaining Dates

- **April 13-14 (Tripartite)**
- **April 17**
- **April 28 (Tripartite)**
- **May 7**
- **May 11**
- **June 1, 3, 4, 8 & 10 (CAS or Tripartite if needed)**
- **August 31, 2009 - CONTRACT EXPIRATION!**



Involvement = Commitment = Success!