



CAS

CAS Bargaining Team  
2008-09

*Debra Oshige, Chair*

*Mia Anastasio*

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*Rhonda King*

*Terri Pinkney*

*Bob Quance*

*Katie Howard, Alternate*

*“If you want to go  
fast, go alone;*

*If you want to go  
far, go together.”*

*-African proverb*



### **Mark Your Calendars!**

Tripartite Bargaining  
continues on  
**April 28, 2009!**

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



## **California Associate Staff**



# ***Your Bargaining Voice***

**Volume 1, Issue 12**

**April 14, 2009**

## **Déjà vu...**

### **Bargaining came to a halt today!**

**Déjà vu** – CTA is again refusing to adequately fund our benefits, here we go again...

CTA has never denied the ability to pay – it's their lack of willingness to pay that prohibits us from reaching settlement.

**Bye, bye green zone protection...** CTA is forcing some of our valuable, experienced staff out the door before they would otherwise have chosen to retire.

The Retirement Trust underfunding problem was not created by the unions. It is an issue that CTA has been postponing for years by robbing Peter to pay Paul. By shifting money from one Trust to the other, CTA has yet to fully fund what they have promised. This is not about greed or wanting more money as CTA contends – this is about broken promises. CTA's broken promises have led us to this current inadequate funding situation. CTA is not willing to come up with what is needed to achieve an equitable settlement.

CTA won't move from their position on contributing more than 8% of the 12% needed to solve our pension underfunding issue. CTA was very clear – they are willing to contribute 8% but no more. CTA is looking to the unions (labor) to come up with cuts to create the 4% difference. CTA's counter proposal reiterated their position that labor accept a combination of cuts that equal 4% in the following areas:

- Reducing Health & Welfare benefits
- Discontinuing CTA payment of employee Medicare (active & retired)
- Redirecting CTA payment of FICA
- Instituting employee contributions to the Retirement Trust
- Redirecting 401(k) contributions

***...Basically, pick your poison!***



**California Associate Staff - Founded 1971**

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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)**

If labor cannot come up with cuts, CTA will look to execute pension plan design changes. This will most likely come in the form of changing the age at which you qualify for full, unreduced retirement.

CAS is holding firm on your desire for no take backs in the areas of health & welfare and preserving your pension plan. Union philosophy is no take backs/rollbacks.

Since there was no movement from CTA in their proposal today, the unions went back to management with our last proposal from yesterday.

During tripartite bargaining labor must work collaboratively to present proposals that reflect both unions' interests, while taking into consideration that the unions have different interests and benefit levels. CSO is in a different place than CAS on how to achieve settlement, and needs additional time to work with their members.

CAS is planning to employ some organizing activities to pressure CTA to reach a settlement that keeps our benefits secure.

Along with our last counter proposals, CAS and CSO gave management a copy of a statutory Notice of Dispute letter that is being filed with the Federal Mediation & Conciliation Service reserving the right to engage in concerted activities after the current contract expires. In the meantime, we can continue to bargain and hope to come to some agreement prior to contract expiration.

Your support will be crucial to a successful outcome for CAS members.

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

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

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



**Bargaining Dates**

- **April 27 (Tentative Tripartite)**
- **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!***