



CAS

California Associate Staff



# *Your Bargaining Voice*

CAS Bargaining Team  
2008-09

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*“Workers have a right to organize into unions and to bargain collectively with their employers, and ... a strong free labor movement is an invigorating and necessary part of our industrial society.”*

*-Dwight D. Eisenhower*



## **Mark Your Calendars!**

Tripartite Bargaining  
continues on  
**May 12, 2009!**

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



## *“Our Contract...Our Future”*

Today’s tripartite bargaining began with the unions presenting their counter proposals.

### **The unions’ proposals included:**

- The redirect of the 401(k): 2% in 2009-10, 1% in 2010-11, and 0% in 2011-12;
- Lowering the limit for meal reimbursement without a receipt to \$25.00; and
- Acceptance of a 12-year service requirement proposal for retiree medical benefits tied to CTA abandoning its proposal for a 10% medical contribution cap and a 4% salary increase in the third year (3% effective 9/1/2011 and 1% effective 3/1/2012).

In hopes of gaining salary movement, labor also proposed the CTA contribution rate to the Health Trust for Blue Cross and Kaiser become effective with the 2008-09 plan year.

### **From CTA....**

In the afternoon, CTA countered with a proposal that looked much like their last proposal with two changes:

- Changing the requirement of receipts to \$25.00 for any single meal; and
- 1.5% salary increase in the third year.

### ***Still included in CTA’s proposal were:***

- 12-year service requirement to qualify for retiree medical coverage effective August 31, 2012;
- Substantial reduction in Medicare B reimbursement for retirees;
- 10% medical benefit contribution cap; and
- Redirect of the 401(k): 2% in 2009-10, 1% in 2010-11, and 0% in 2011-12.

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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**

Both CAS and CSO conveyed to CTA that we could not ratify a contract that contained a cap on the contributions to fund the Health Trust. Under CTA's proposal, contribution increases to the Health Trust for medical insurance would not exceed ten percent (10%) of the preceding year's cost for the same plans. If the medical contribution rates exceeded 10%, the cap would limit the employer's contribution to the Trust and trigger cuts to your health benefits. CTA's only movement on that issue was to switch from separate contribution caps for Blue Cross and Kaiser to an aggregate (combined) cap of both health plans.

Labor is standing firm by opposing a Health Trust contribution cap, which is in line with your priority of preserving your health benefits with no cuts. CAS and CSO are also resisting CTA's attempt to reduce reimbursement rates for Medicare Part "B," which could result in increased out of pocket costs for retirees.

The next regularly-scheduled CAS bargaining dates of May 7 and May 11 have been cancelled because the parties are focusing on reaching an economic settlement. **Therefore, Tripartite bargaining will continue on Tuesday, May 12.**

The CAS Bargaining Team is working hard to get the best possible economic settlement for our members that includes preserving our pension and protecting our health benefits.

***Thank you for your continued support!***

**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)**



**Bargaining Dates**

- **May 7 (CANCELLED)**
- **May 11 (CANCELLED)**
- **May 12 (NEW TRIPARTITE DATE)**
- **June 1, 3, 4, 8 & 10 (CAS or Tripartite if needed)**
- **August 31, 2009 - CONTRACT EXPIRATION!!!**



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