



CAS

California Associate Staff



Your Bargaining Voice

CAS Bargaining Team
2008-09

Volume 1, Issue 14

May 12, 2009

Debra Oshige, Chair

Mia Anastasio

DeDe Deatrick

Rhonda King

Terri Pinkney

Bob Quance

Katie Howard, Alternate

Tentative Agreement Reached!

Today's tripartite bargaining session began with counter proposals from labor. After three rounds of proposals and counter proposals, a tentative agreement has been reached.

The final tentative agreement will be posted to the CAS website and is attached. Ballots will be mailed soon.

Highlights of the tentative agreement are as follows:

- 3 year term of agreement
- 12% ongoing employer contribution to Retirement Trust—33.5% (previous employer contribution 21.5%)
- Redirect of the 401(k): 2% in 2009-10, 1% in 2010-11, and 0% in 2011-12
- 12 year service requirement for retiree medical benefits effective 8-31-2012
- Agreed to contribution rate for Blue Cross and Kaiser to the Health Trust effective in the 2008-09 plan year
- Medicare B reimbursements for current member premiums must be submitted for payment within one (1) year
- Salary schedule increase of 1.6% in the third year of the agreement
- Hours of work: shift change of up to 2 hours (increased from 1 hour)
- Joint workgroup to develop criteria for implementation of flexible work schedules to expand CTA member service
- Reclass language improvements to include coaching, a trigger of 3 or more reclassification requests for panel hearings, and enhanced communication about the process
- Additional 5 days of organizational release time
- Bumping rights timeline (involuntary transfers) increased from 5 to 10 days for rendering a decision
- Domestic partner added for use of sick leave
- No cap on single meal allowance—language reflects \$70 limit per day with receipts required for meal expenses of \$35 or more

“We cannot be separated in interest or divided in purpose. We stand together until the end.”

-Woodrow T. Wilson

Tentative Agreement Reached

May 12, 2009!

Contract Expiration

Date: 8/31/09



California Associate Staff - Founded 1971

**California Associate Staff
Your Bargaining Voice**



**CAS Bargaining Team
2008-09**

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

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

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

Katie Howard
Natomas RRC
(916) 288-4923
kkatsie@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

We are on the Web!

www.cas-nso.org

The CAS Bargaining Team held firm and resisted CTA's egregious proposals on the following:

- Reduction from 10 to 5 days for a newly-created position to be flown
- Eligibility for retiree medical to be 20 continuous, consecutive years of employment
- Limiting employees to utilize extended illness leave only once per illness
- Restricting employees to five (5) or more years of service to qualify for employer paid health benefits if on extended unpaid medical leave
- Forcing employees to schedule annual leave by June 1
- PN leave taken only in blocks of no less than four (4) hour increments with one (1) day advance notice
- Sick leave taken in blocks of at least two (2) hours
- Religious leave notification of at least thirty (30) days prior to observing "religious days of obligation"
- Cap on Health & Welfare employer contribution not to exceed 10% of preceding year's cost
- Requirement that employees furnish receipts for all meal reimbursements
- CTA wanted to extend use of agency hires up to 180 working days which is an increase from the current 90 calendar days

The CAS Bargaining Team recommends this tentative agreement for ratification. We wish to thank you for your continued support and organizing efforts!

The Elections Committee will be contacting all CAS members shortly regarding the ratification vote.

Got Questions, Concerns or Input to Share?

We'd like to hear from you!

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



Bargaining Dates

- **Contract ratification vote will take place soon!**
- **August 31, 2009 - CONTRACT EXPIRATION.**



Involvement = Commitment = Success!