

December  
2006

## Top CAS News



*Attending the Multi-Day Training on "Organizing for Power"*

*(l-r, front row): Michelle Bomberly (Co-Chair CAS Organizing Committee), and Amy Braden.*

*(l-r, second row): Dawn Basurto, Debra Oshige (CAS Bargaining Chair), Kathy Hill (Immediate Past President) and Carole Hester (Newsletter Editor) See story on Page 14.*

### Health & Welfare Trust News

On November 20, 2006, Management and Labor Health & Welfare Trustees tentatively agreed to an implementation plan to resolve the outstanding cost-savings issues in the new collective bargaining agreement.

The ONLY benefit changes taking effect on January 1, 2007 are prescription drug co-pays for Blue Cross/Medco participants that were announced earlier this year. The prescription drug co-pay changes DO NOT affect Kaiser participants.

The increase in co-pay amounts and changes to the annual deductible for Blue Cross will NOT go into effect January 1, 2007. However, it is anticipated that these changes will go into effect sometime very early in 2007.

If you have any questions about the changes, please contact the Plan's Administrator, William C. Earhart Company, at (800) 547-1314.

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## President's Message



As your newly elected CAS President, I would like to express my gratitude to each of you for your confidence in my working on behalf of CAS. There are many challenges facing us in the upcoming year, but with your support and the support of the other elected CAS leaders, I am confident we will move forward to achieve our goals. These goals would include empowering every CAS member and building an organizational mindset in which members truly feel connected to CAS. To accomplish this, I will be expanding communications to CAS members, encouraging communication between members and their elected leadership, and I will maintain an “open door” policy.

Additionally, CAS is moving to create an atmosphere of cooperation and mutual respect with management but it is a daily challenge. Cooperation would enable both parties to resolve problems and issues at the onset instead of engaging in other costly and prolonged adversarial courses. Moving toward that goal, there are events scheduled in the near future. Extremely important is the upcoming CAS/CSO/CTA Labor Summit in December to be held in Yountville, California. The Summit provides an opportunity to work towards relationship building as officers of each attend. Representing CTA management will be: Carolyn Doggett, Jim Clark and Joe Nuñez.

Throughout the state CAS is working with management to reach amenable solutions to the many disagreements. Addressing and handling active grievances take enormous energy, diligence and commitment by CAS volunteers, but CAS is determined to preserve member's rights and protect our contract. To do otherwise would only weaken our union.

The General Membership meeting on March 17-18, 2007, is a vital part of what CAS must do - communicate, train and get to know each other. You, our members, need to know that this is YOUR meeting and your buy-in to attend is huge. Please feel free to contact your Area Director or Representative with ideas and questions (see the “Who to Call” page elsewhere in this issue).

I would like to thank those who have stepped up to volunteer, both new and veteran CAS members. Without you, the vast amount of work we have to do would not get done. I value your commitment and your sacrifice and on behalf of all CAS members, I thank you, again.

Remember, we stand on the shoulders of those who went before us and we will build on the foundation they laid for us, always being mindful to improve, move forward and to do no harm.

In unity,

**Roseanne Becher**, CAS President

## Vice President's Report & Bargaining Update

It's hard to believe the holidays are just around the corner. Much has happened in my CAS world since the elections and ratification of our contract this past summer. As Vice President and Bargaining Chair...I've been busy with many activities, including working with the National Staff Organization (NSO)

In September I attended the NSO Western States Coordinated Bargaining Council (CBC) meeting in Seattle, WA, and in November I attended the NSO National Bargaining Conference in Dallas, Texas. I am getting to know our NSO colleagues (both associate and professional) from other states, and I find the networking experience and knowledge gained from these new relationships and from discussing issues of common interest informative and invaluable. Our affiliation with NSO is a great benefit.



*Back row l-r: Dawn Basurto, Gerry Fong, Debra Oshige; Shannon O'Hara 5th from left; John Stephens far right.*

The Western States CBC is directed by co-chairs Rosemary Wolf from Washington, and our own John Stephens from CSO. They do an awesome job of leading our CBC, instilling unity and cohesiveness among the group, promoting information-sharing and providing expert advice and resources for affiliates who are bargaining, in crisis or facing challenges or violations to our collective bargaining agreements. A priority of every NSO CBC is negotiat-

ing contract settlements that meet the prescribed NSO Goals and Settlement Standards. Did you know... the CAS contract meets or exceeds the NSO minimum goals and standards in nearly every category, and our language and benefits are an impressive model that our sister affiliates strive to achieve! Thanks to all the volunteers who have served on CAS bargaining teams, past and present, for building such a strong contract with great benefits!

### **Bargaining Update -**

The CAS Bargaining Team is currently working on a bargaining advisory on the new comp time language. Hopefully it will answer your questions and clarify the interpretation and application of this new language. Remember, if you have any questions or concerns about the new comp time accrual limits, contact your Area Representative or any member of the Bargaining Team. Also, together with CSO, we are anticipating negotiating with CTA an email/Internet use policy that is acceptable to both staff unions and protects our members from unjust discipline.

During bargaining I saw firsthand how good organizing techniques build power and pay off by successful outcomes at the bargaining table. If we continue to build relationships with each other and continue to 'organize for power,' we can achieve successful outcomes on other issues of importance to our CAS members. We face some real challenges out there – the excessive use of agency hires and the growing trend of CTA not filling CAS permanent positions, harsh discipline against our members, and wrongful terminations. Not only must we be diligent about contract enforcement, we as a union must stay strong and stand together. The first step is getting to know each other better and building stronger relationships within our own organization.

**Happy Holidays!**

**Debra Oshige**  
CAS Vice President & Bargaining Chairperson

## Area 1 Report

Area 1 has been very busy! As the new Area 1 Director, I would like to thank each of you for allowing me to assume this role. The Area 1 Rep and Alt positions have now been filled; Rep= Rosemary Mangino and Alt= Pat Lerseth, both out of the Napa Solano RRC.

Due to Jeannette Logue's retirement, Diane Ruszczuk was hired to fill the Regional Manager position, and Lee Lipps was subsequently hired to fill the position of Assistant Regional Manager. In addition to staffing changes in management, there have been a few in CAS. Please let me welcome to the Area 1 family Vicky Scherer and Elizabeth Valadez, new Field Services Specialists in the Salinas RRC, as well as Annabel Roque (coming to the field from the Risk Management Dept., Burlingame) to the Eden RRC.

Area 1 members were able to greet these new members face-to-face at a CAS meeting held on October 2, in conjunction with a Region 1 Associate Staff meeting. The meeting also allowed Area 1 members to meet newly elected CAS President Roseanne Becher, and discuss current issues. Another meeting is being planned in conjunction with our December 7 Holiday Luncheon.

Region 1 offices have also been on the move. The Salinas and San Rafael staff are now settled in their new locations. The new Eden RRC (formerly an Option 1 office) is up and running. The Concord RRC is in the process of getting a minor facelift, new carpet, new roof, and parking lot resurfacing.

There was a lot of interest in the Flex Time Pilot program that was offered; unfortunately the Region 1 Manager firmly stated that no CAS staff in Region 1 will be participating. This is a disappointment to our staff, and CAS has taken this back to the Flex Time Committee to discuss with management.

**Michelle Bomberry**, Area 1 Director

## Area 2 Report

I would first of all like to congratulate and welcome Terri Pinkney as our new Area 2 Rep. In addition, I would also like to offer great big Congratulations to Cathy McGuigan who was recently hired in Yuba City as Regional UniServ Staff, RRC!

There were two successful "reclasses" in GR, one of which was the Legislative Secretaries who were given new titles: Legislative Assistant and ABC Secretary.

The Research position has been filled by Amy Braden.

The second floor construction is nearly finished, and the third floor project to expand our office services area has been completed. We are still monitoring the temporary positions in GR and Citrus Heights; we will continue to insist that CTA fill these positions permanently.

A five-month temp position was flown for Citrus Heights. CTA has gone from the position of "...not to exceed 12 months" to "...an additional 12 months."

The Region 2 headquarters building should be completed by the end of February and we anticipate a move sometime in March, 2007.

I recently attend the NSO CBC meeting in Seattle WA, where I gave a brief presentation on the NSO Research committee of which I am a member. The Research Committee is responsible for getting each affiliates' contracts, membership information, benefits, salaries and distributing the membership cards that we receive from NSO. The information is compiled and placed on a secure site so that affiliates can look at other states when bargaining. It is a great tool.

**Dawn Basurto**, Area 2 Director

## Area 3 Report

Area 3 begins a new year with a new Director, two new Reps and a new Alternate Rep. We are very thankful to all of those that placed their vote of confidence in us. We are very positive that CAS will have a productive and unifying year.

A CAS Caucus was held September 13 during the lunch break of a Region 3 All Staff Meeting. Information sheets were collected from members for the purpose of updating our membership database and phone tree and creating a personal email database. A \$20 Starbucks gift card was offered as incentive to return the personal information sheets. A meeting summary was emailed to all Area 3 members to be certain that everyone received the information shared at the meeting.

We are very excited in Area 3 as we plan a union caucus and/or house meeting every time we get together in the coming year.

**Rhonda King**, Area 3 Director

## Area 4 Report

The Temecula RRC office will be moving to a new building that CTA purchased in Murrieta. Their move date has yet to be determined.

An NEA staff person was temporarily placed in the Norco office to assist with the campaign. Staff in our region received an email from the manager and assistant manager indicating that Region 4 generated the most calls for Prop 1-D!

The NODD vacancies in Norco and San Diego have been filled. The San Marcos NODD position will be flown internally and externally.

It has come to our attention that the email policy is being included in new employee packets. CAS does not recognize this policy and we forwarded this information to the CAS President. It will be addressed at the next labor/management meeting.

Several Performance Reviews were done in our area prior to the close of the fiscal year.

Region 4 management denied CAS involvement in the Flex Time Pilot Program. A member emailed the manager addressing the denial, as of this report the member has not received any response.

**Gina Domenici**, Area 4 Director

## Area 5 Report

September began my new term as Area 5 Director. To introduce myself and the Reps, Gerald LeDay and Bob Quance, to our members I organized a small pizza party and invited all Area 5 CAS members. The party was a great success and I am planning the next "get together" for December.

With the new contract taking effect in September, the Reps and I have been kept busy trying to learn the new changes and how they will affect the membership. I am sure as the year goes on, questions will surface and we will help all members make sense of the new contract.

The Halloween celebration was not as well attended as in previous years, but everyone there had a good time.

The CTA phone bank had Bob Quance helping out this year. The phone bank did well again, even though the total number of calls was lower for this election.

**Roger Urroz, Jr.**, Area 5 Director

## 401(k) Committee Report

The Elective Deferral Limit for Defined Contribution 401(k) Plans will increase to **\$15,500** for calendar year 2007 (IRC Section 402(g)). If you are eligible for catch-up contributions, the contribution remains unchanged at **\$5,000**.

If you have already elected a standing maximum individual contribution and standing maximum catch-contribution, you do not need to elect the maximums again.

You may elect one of four options at the SelectBenefit website at [www.selectbenefit.com](http://www.selectbenefit.com).

**If you have not begun to contribute towards your 401(k) plan, you may still do so.** Lana Strasburg is the Plan Administrator and can assist you with the process. Call 650-552-5263 for any questions.

**Norma Ortiz — Chair**

## Diversity Committee

The CTA Diversity Committee is comprised of union appointed CAS and CSO members, confidential employees, supervisors, managers, and board members. Together we have committed to the advancement of race and gender parity. The committee is charged to carry out its program goals and continue its journey towards creating and maintaining a diverse and inclusive workplace.

To date, the committee has reviewed statewide staff demographic data in an effort to maintain program goals and a sub-committee was formed to establish core values as it relates to CTA. There was also a discussion of a staff survey to find out how employees view themselves in the organization and what their relationship is with CTA as their employer.

As a committee member, I urge you to feel free to call or email me your opinions, ask for clarification if needed, and to provide input on what you feel is important to us in the workplace.

**Norma Ortiz — Chair**

## Grievance Committee Report

We wish to thank the newly appointed members of the Grievance Committee. We know that they will be outstanding advocates on behalf of all CAS members: Area 1: Rosemary Mangino; Area 2: Dawn Basurto & Denice Correia, Note Taker; Area 3: Joan Singleton; Area 4: Linda Virden; Area 5: Gerald LeDay & Yolanda Mogannam.

### **Who to call**

If you, as a CAS member, have a problem or concern, you should call your local Area Rep who will assist you in determining a course of action to be taken and whether or not you have cause for a grievance. Your Area Rep will contact the grievance committee and, if necessary, a committee member will become involved.

### **Dismissals**

CAS, working with the member, reached a settlement on one of the recent dismissals, to which all parties have agreed. Initially, CTA had proposed language, prepared by their attorney,

*Continued on next page*

## Grievance Committee Report (cont.)

that took away the member's right to bring any personal litigation against CTA. CAS could not and would not agree to such language. We were settling the grievance and not the member's rights to act on any personal legal issues.

Currently CAS has 3 dismissal grievances. One dismissal is going to arbitration and two others have been heard at Level II. (One is awaiting CTA's decision and one is still at Level II while CAS investigates some additional information before making a decision on how to proceed.) NSO is working with CAS on these dismissal grievances.

### **Performance Review**

There was an additional grievance filed on behalf of one of the dismissed members over their final Performance Review (PR). Not only did the Supervisor sit in on the PR but the Assistant Regional Manager also was present. This is in violation of our contractual procedure. A settlement to this grievance has been reached with CTA's acknowledgement that PR's will only be between the immediate supervisor and the member. Any and all other issues involving the PR will be rolled over into the dismissal grievance

### **Email Policy**

CAS and CTA had a discussion in the management meeting over the Email Policy and discussions will continue. While we do not "recognize" the Email document sent to all members as "CTA policy," we cannot stress enough the importance of remembering that all electronic equipment is CTA property and should never be treated as personal property. We highly recommend that you:

- Do not put anything on your computer that you would not want management or others to view.
- Do not use your CTA computer for personal email or do any personal Instant Messaging.
- Do not use your office, phone, fax, copier, or put anything on your computer that you wouldn't want your employer to know about (everything keeps a record and/or picture of what you do).

Keep in mind that anything you send or view on your office computer, keep in your office, or copy on your new copier, can be later extracted by CTA. While you do not have any control over what another employee might do, you can protect yourself by not engaging in any questionable personal business with an employee or outside entity while at work. If CTA investigates an employee and finds emails/pictures that have been sent by or to you, your computer and equipment could end up being looked into as well as the "original" employee's. Additionally, should you become ill or even go on vacation and an Agency Hire or Temporary employee takes over your desk, your computer will be used by them. **Protect yourself.**

### **Reclass Panel Denial**

CAS has filed a grievance on behalf of a member who was denied a reclassification. Our contract has a binding reclass panel decision but this particular case is being filed on possible discrimination and bias in the decision to deny.

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## CAS General Membership Meeting Committee



We're proud to announce the 2007 CAS General Membership Meeting date for you to mark in your calendars: March 17-18, 2007 at the Westin Hotel in Burlingame. More information will follow soon. If you have any questions, please contact Katie Howard, CAS General Membership Meeting Committee Chair at 916/723-2822 or by email.

**Katie Howard** — Chair

## CAS Flex Subcommittee Report

There are only two regions that have agreed to pilot the flex program that was negotiated in our last two contracts.

The participating offices are Santa Fe Springs Office Services in Region 3, and the Fresno RRC in Region 2. The pilot will run from January through April 1, 2007.

The managers in Region 1 and 4 have been very hostile and belligerent toward the members of our subcommittee and their own staff. No reason for the refusal was reported to CAS. .

We are looking forward to a successful and positive pilot and want to thank all those CAS members and their supervisors who worked with us to make this happen.

**Jeanne Akins** — Chair

## CAS Web Site Report

In September the CAS Website averaged 19.63 sessions, 78.83 page views, and 370.33 hits per day.

In October the CAS Website averaged 20.84 sessions, 64.84 page views, and 259.23 hits per day.

In November the CAS Website averaged 20.17 sessions, 56.73 page views, and 201.83 hits per day.

Out-dated information from the previous contract language has been replaced with the current contract language. In January, the web hosting for the site will change. Currently we are using SBC Web hosting, which changed its name to AT&T Web hosting. We are paying \$35 a month. I found a place that can host for \$45 a year! The change should not affect the site for more than a few days. There's always a slight delay when you reroute the name domain to point to the new hosting.

Session: A series of Hits to the CAS Website over a specific period of time by one visitor.

Page view: A request to the web server by a visitor's browser for any web page.

Hit: Any successful request to a web server from a visitor's browser.

**Roger Urroz, Jr.** — CAS Webmaster

## Trustee Report

Since last summer, the CAS and CSO Health & Welfare Trustees have held numerous meetings with Management Trustees about implementing the cost containment provisions of the ratified Collective Bargaining Agreement. Labor and Management Trustees meet again on Monday, November 20.

Labor Trustees have advocated for a comprehensive wellness program as a major component of the implementation plan. They recognize that the effectiveness of wellness and disease management programs, and the positive impact they can have on participants, goes well beyond achieving one-time healthcare cost reductions.

To be successful in the long-term, any cost savings programs must avoid worst-practice cost-shifting strategies and other regressive (though easily measurable) approaches. Your Labor Trustees believe that the Trust should strive to identify best-practice cost-savings programs which encourage participants to receive the best quality medical care available.

To be a model for others in the state, CTA Labor and Management Trustees need to work together successfully on difficult issues like containing health care costs, employing innovation, cooperation and leadership.

**Merri Boston**

## Organizing Committee Report

This year's CAS Organizing Team consists of two co-chairs, Terri Pinkney (Area 2) and Michelle Bomberry (Area 1), and nine committee members: Linda Martin (Area 1) Becky Jo Adams and Debra Oshige (Area 2), Norma Ortiz (Area 3), Vicki Kramer and Gina Domenici (Area 4), Gerald LeDay, Mark Herrmann, and Rachel Quiles (Area 5/HQ).

We are excited by the makeup of our new team and look forward to building on the many successes of the past year. The team has been busy working on communication pieces, and CAS representation at CTA conferences and events, in addition to coordinating the September distribution of the CAS contracts, Bylaws and Standing Rules. We would like to thank Becky Jo Adams, Laura Eastridge and Yolanda Mogannam for staffing the CAS tables at the Region 1 and 2 fall conferences. Another huge thank you goes to Gerald Branch and the rest of the Santa Fe Springs Office Services team for the timely distribution of the contracts. Without the support of willing CAS members, our ideas cannot come to fruition.

The CAS Organizing Team, along with other CAS officers and CAS members, act as one working toward the welfare of the union as a whole. We are interested in defining why we work for this organization and what makes it great, while standing up for the ethics and moral values of union philosophy. Our team would like to capitalize in this non-bargaining year by exploring relationships within CAS and learning how our organization can build on the foundations of strength and power.

We ask that each of you participate in the organizing activities recommended by the CAS Organizing Team and we promise to communicate and be open and available for constructive dialogue. The activities that you will be asked to participate in are planned and developed for each issue and situation with the conviction that the activity will persuade the employer and produce the results that we desire – this will be a benefit to every one of us.

**Terri Pinkney, Michelle Bomberry – Co-Chairs**

## Grievance Report (cont.)

*Continued from page 7*

Additionally, after the denial, the member was given a huge new, permanent project that resulted in the hiring of an Agency Hire. When asked for a reclass on this new assignment the member was told to wait for the next panel to meet to file for a reclass again. This is very unacceptable behavior on CTA's part.

***(Historical note: The method in which reclasses are given has changed many times throughout the years. Prior to the current binding panel, the panel's decision was not binding on CTA. When managers/supervisors sat on the panel and decided in the member's favor, DHRM could and often would overturn that decision. As a result, CTA couldn't get managers/supervisors to sit on the panel. That was why CAS and CTA bargained to make the decision binding on all parties.)***

### **Demand to Bargain – Eden RRC**

CAS was prepared to file both a grievance and an Unfair Labor Practice Charges against CTA for not meeting to bargain over a newly established CAS field position that was flown and filled as part-time. While CAS made it clear to CTA that CAS does not agree that a part-time CAS position is the appropriate staffing when there is a full-time CSO staff person in an RRC, CAS is not filing an ULP or grievance as CTA did assign a second staff person to the RRC and the CAS position has become full-time.

### **External Hires**

CAS had a discussion with CTA about the recent hiring of two outside individuals to the highest pay level (G) even though 4 internal applicants applied. CAS does not condone any behavior on CTA's part that suggests that our members are not qualified or the best fit for a promotion within the organization. It is a slap in the face to the dedication and hard work our members do for CTA. While our contract does state "priority consideration" our contract does not state that CTA must hire from within. However, this doesn't mean that CTA shouldn't show the same loyalty and dedication to CAS members as we show to our employer. It is time for CTA to look to itself and management staff, practices, and thinking for the reason behind this type of faulty and demeaning hiring/promoting practices.

It is time for CTA to treat CAS employees as part of the "CTA family" they so often refer to and stop treating CAS employees as "less than." CAS and CTA will be scheduling a meeting to continue discussions around these and other issues that are leading to the low morale of CAS members.

Be sure to check our new "How Well Do You Know Your Contract and Your Rights" ... using your contract and/or knowledge of your rights, see how many answers you get right.

*Continued on next page*

## Grievance Report (cont.)

Settlements/Dispositions/Withdrawals

06-09-04 Wrongful Termination. Burlingame Office. **Settlement reached at Level II.**

05-07-08 Performance Review. **Pre-arbitration settlement reached. Some issues to be rolled over into grievance 06-09-05**

Other

Unfair Labor Practice (ULP) charge filed with NLRB October 2006 for failure to provide Union with requested information in order to process termination grievance.

Level III

05-02-04 10-day suspension for accusations that were based on hearsay. **Arbitration Scheduled for January 2007.**

05-07-09 Involuntary transfer. **Arbitration scheduled for October 2006.**

05-09-11 Subcontracting. RRC changed into a UniServ. **Arbitration scheduled for October 2006.**

06-04-01 Letter of reprimand for personal emails sent via CTA Email. Opening of a sealed file. **Settlement in discussion.**

06-06-03 Wrongful Termination. **Currently scheduling pre-arbitration date.**

Level II

06-09-05 Wrongful Termination. **Level II meeting held November 2006 and continuing.**

06-09-06 Wrongful Termination. **Level II meeting held November 2006 and waiting for CTA's written decision.**

06-08-07 Discriminatory acts and biased treatment of CAS member used to deny Reclass and assign workload. **Level II meeting held November 2006.**

Level I

None

*Gina Domenici and Maureen Keating, Co-Chairs*

## Health & Welfare Trust News (Cont.)

*Continued from page 1*

### Effective 1/1/07: Medco (Blue Cross) Prescription drug changes:

<u>Co-payment</u>	<u>Retail</u>	<u>Mail Order</u>
Generic	\$0	\$0
Brand	\$10	\$20
Maximum Days Supply	34 Days	90 Days

### Effective early in 2007 - date to be announced:

- The Trust will consider additional wellness and incentive programs up to a maximum budget of \$300,000 of per year.
- In addition to the changes to the Medco prescription drug co-pays, the balance of the \$630,000 in cost savings agreed to during bargaining will be generated by:
  - ~ increasing the Blue Cross annual deductible, and by creating an in-network deductible that costs 50% less than an out-of-network deductible;
  - ~ increasing the Blue Cross office visit co-pay from \$5.00 to \$10.00;
  - ~ increasing the annual dental benefit maximum by \$200 (from \$2,500 to \$2,700) for participants who use a preferred Delta dental provider (DPO), while maintaining the current annual maximum benefit without change (\$2,500) for all other participants.

**Liz Tokar**, Health & Welfare Trust Trustee

## REACTA (Retired Employees Association of CTA)

At a CAS Rep Council meeting earlier this year, representatives from REACTA shared its concerns regarding the erosion of CTA retirees' pensions by inflation. Dixie Ditsler, REACTA Executive Board Member and Past CAS President, was one of the presenters.

For many years, retired CTA employees received annual cost-of-living adjustments (COLA's). However, the last COLA was in 2000. A chart showed how quickly a rising CPI (inflation) erodes pensions if there are no regular COLA's. Inflation causes a substantial loss in the value of CTA retirees' pensions. REACTA calculated that CTA retirees have lost 21.5% in purchasing power between 2000 and September 2006. During the same period, CAS members negotiated and received regular salary increases to help offset erosion of their pay by inflation.

It was pointed out that since inflation is just about as certain as "death and taxes," until COLA's are provided regularly, the value of CTA staff pensions will continue to erode REACTA hopes that CAS will continue to raise the awareness of its members regarding this issue, especially since one day (sooner than we may imagine) many CAS members will retire and face the same problem.

## Contract Test

Can you answer these three questions about your rights under the CAS/CTA Contract?

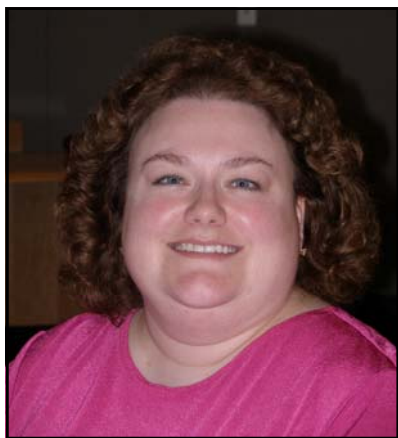
- 1) Before leaving for work, a relative calls you with an emergency...they have taken ill and need your help right away. In a panic you rush out of your house to help them. As a result, you get to work at 10:00 a.m. Immediately Upon arrival you contact your supervisor to report your lateness, indicating that this is the first opportunity you have had to do so. What kind of Leave Time do you request?
  
- 2) You are asked to work overtime on a Saturday. You arrive at 9 a.m. and your supervisor releases you at 11:30 a.m.,  
How many hours of overtime are you entitled to?
  
- 3) Your supervisor calls you in for a meeting “to discuss a work project.” While there, your supervisor brings up an “infraction” s/he feels you committed and the discussion now begins to feel like a reprimand. At this point what are you entitled to do?

*Answers on page 18*

## MEMBER SPOTLIGHT

*Editor's Note: In an effort toward “getting to know” one another, the CAS Connection will begin featuring at least one member per publication. If you'd like to see someone in particular highlighted in future editions, please contact Carole Hester at [chester@cta.org](mailto:chester@cta.org).*

### MEET AMY...



Amy Braden, 36, is passionate about her work with CTA. She began her CTA career with a brief stint as a Governmental Relations Secretary on April 17, 2000 – just before the famous May Rally, when 10,000 teachers converged on the Capitol. For her, standing on the platform steps looking out at the mass of yellow shirts, was an “A-HA!” moment.

Only eight weeks in that position, she quickly moved to the position of Secretary to Department Manager in CTA's Communications Department in Sacramento, where she utilized her varied education and background.

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## Why Organize When We Aren't Bargaining?

"If you don't know where you're going, any road will get you there."

Recently six Associate Staff attended a three-day training in Burlingame on "Organizing for Power" - part of National Staff Organization's (NSO) training program. The fact that six CAS members thought this an important tool to include in our toolbox is a step forward, for the better-trained we are, the more powerful we are.

The Two lead NSO Trainers were Mike Horner and Jeff Wahlquist, both from Washington Education Association. Two California CSO colleagues were also Trainers: Marilyn Aden and Bob Yates.

All participants, CAS and CSO alike, were positive about the training and look forward to implementing some of the tools learned. Your fellow CAS members highly recommend you consider signing up for future training such as this

### **What is organizing?**

NSO acknowledged and honored: "...those whose shoulders we stand on; the organizers of the past and present, and, to those who follow – Educate – Agitate – Evaluate – Escalate." Four over-arching steps are crucial in organizing any group: Listen, Plan, Act and Evaluate.

"Organizers identify, recruit and develop leadership; build community around leadership; and build power out of community. Organizers challenge people to act on behalf of shared values and interests...Organizers interweave relationships, understanding and action so that each contributes to the other. One result is new networks of relationship wide and deep enough to provide a foundation for a new community in action." (Marshall Ganz, author)

It is important to hear individual's stories of their life journey, as well as know the history of our own CAS organization, in order to move ahead together as a team. Saul Alinsky said, "It doesn't matter what you know about anything if you're not communicating with your people. In that event, you are not even a failure, you're just not *there!*"

Communicating between individuals, hearing each other, is crucial to building relationships. First and foremost, we focus by listening to each other, then based upon what we learn, we plan our goals and objectives, our message (What do we want? Why do we want it?).

Following comments are from CAS members who chose to participate in this multi-day training on organizing: Dawn Basurto, Debra Oshige, Michelle Bomberry, Amy Braden and Kathy Hill.

Participants were assigned reading prior to the training in order to be better prepared to participate, and the concluding exercise was for each group to analyze four areas: Strengths and weaknesses; opportunities versus threats.

### **COMMENTS**

**Dawn Basurto** — "Having attended many multi-day trainings in the past, I would have to say this was the best one! The level of expertise that the Trainers portrayed really gave me a better understanding of how organizing can empower and be a power tool without being negative.

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## Why Organize When We Aren't Bargaining? (cont.)

I was glad I signed up for this training and thank the Trainers. I believe we are on our way to building an organizing culture within CAS and CSO. Let's start breaking down barriers and build stronger relationships."

\* \* \* \*

**Debra Oshige** — "I was excited to be one of six associate staff attending the staff multi-day training "Organizing for Power" in Burlingame. We learned that by adopting an organizing culture – by telling our stories in one-on-one conversations and recruiting new leaders and by strengthening relationships, we can build power and capacity to accomplish our goals and have influence on the decisions affecting our work lives. There were many opportunities to interact, role play and practice one-on-one conversational skills, so don't be surprised if a CAS leader asks you to have a short one-on-one conversation. When we tell our stories and reflect on our vision, on our history and why we do the work we do, we strengthen our understanding of one another and our union power will grow."

\* \* \* \*

**Michelle Bomberry** — "Everyone has heard the slogans 'an injury to one is an injury to all' and 'don't agonize, organize,' but what do they mean? Organizing, simply put, means building power or 'gathering the troops' around common goals. During a bargaining year, there are clearly defined common goals – to succeed at the table. But what happens when we are done bargaining? Do we no longer have goals? Do our passions and desires go away? Obviously, the answer to that is a resounding **NO**. We all have needs and passions, but how do we formulate these into common goals?"

"CAS provides the newsletter – "CAS Connection," "Bargaining Briefs," "Tips & Facts" - and minutes from Executive Board and Representative Council meetings all communicating **to** the members, not **with** the members. When is the last time you were asked for your input? Not on specific survey questions, but truly asked for your needs, hopes, passions and how CAS can help address them?"

"There is a need for CAS to do less talking and more listening. The intent of your elected CAS leadership (speaking as one of them) is sincere and good-natured, but intent is not enough! Without really listening to the membership; without listening to your stories and creating relationships and common goals, we cannot appropriately realize the true vision of CAS."

"A culture shift is needed. We want to create an environment where we ask questions before we find the answers. In other words, leadership assumes they know what the membership is thinking and can do what is right for them, when really they need to ask questions and continually build relationships with they are supposed to be representing. That is the only way leadership can truly represent members wishes. We need to create a culture of 'asking the question,' before finding the answer. CAS is not only about gaining a good salary increase and maintaining benefits, it is about advocating for our members. It is about gaining power from the masses on those common goals, but it is first about forming those goals by communication."

*Continued on next page*

## Why Organize When We Aren't Bargaining? (Cont.)

**Amy Braden** — “I signed up for the “Organizing for Power” multi-day staff training with a fairly open mind, and few expectations of what the experience would bring. But my past experience with the trainings left me certain that I would walk away from the three days grateful for the experience and very glad I came. This training - and the conversations with my colleagues in CSO and CAS that it inspired - far exceeded any expectations I had in that regard.

“I was especially grateful for the organizing project that was built into the training. It brought the concepts and techniques we had learned to life for me, and ended up providing a very real, usable organizing project that we will take back to our union colleagues and use to build a better organization for the good of our members.

\* \* \* \*

**Kathy Hill** — “Organizing for Power: Increasing union power and revitalizing the labor movement requires a commitment to making changes and the continuing demand for real, objective progress, taking risks and the commitment to pursue systematic changes.

“The “Organizing for Power” multi-day training provided insight and tools on ways to attain union members’ goals and the union’s measurable objectives needed to achieve both short-term and long-term goals. The training included role-playing, break-out sessions for discussions and an actual assignment of creating an organizing plan that each group shared on the last day. This training provided information on the culture of organizing, how unions must train all their staff and leaders in organizing, recognizing members’ core values and identifying their goals, and ways to achieve measurable objectives by building short term as well as long-term power.

“One of the basic tools learned, is that organizing for power must be done on a continuing basis, and that unions must faithfully observe and apply Saul Alinsky’s ‘Iron Rule:’ ‘Never do for others what they can do for themselves!’”

## I REQUEST UNION REPRESENTATION!

If my responses to your questions could lead to my being disciplined, terminated, or adversely affect my personal working conditions, I respectfully request that you summon my CAS union representative.

**UNTIL MY UNION REPRESENTATIVE ARRIVES  
I CHOOSE TO NOT TO ANSWER ANY QUESTIONS.**

## CAS Member Big Winner with NSO



Marilyn Henderson, Field Services Specialist at Culver City RRC in Region 3, was a November winner of National Staff Organization's (NSO) drawing. She won a complimentary three-day/two-night hotel stay just for logging on to the NSO web site (courtesy of NSO and Access). She is thinking of perhaps going to Hawaii and using her prize there. Marilyn is a regular visitor to the NSO website. "I log on to the site because of the great discounts available to CAS members; hotels, restaurants, beauty supplies..."

Lindsey Yates, Educator Access for NSO, wrote, "Congratulations to Marilyn from the National Staff Organization! Marilyn is this month's winner of the Access/NSO Take Me on Vacation giveaway! She receives a complimentary 3-day/2-night stay in a premier hotel destination. Each month, NSO members are automatically entered to win by..."

- 1) Logging on to [www.nationalstaff.org](http://www.nationalstaff.org)
- 2) Clicking the "Use Your [Member Access Card](#) to Save Money" link at the bottom of the page
- 3) Entering your member number (from the front of your Access/NSO card) into the login box at the top of the page

Log in today to discover over 170,000 places to save up to 50%. Plus, you'll be entered to win next month's TMOV getaway! Good luck—and enjoy the savings!"

Marilyn has been with CTA 15 years – since October 28, 1991. In addition to travel, other hobbies include reading and her children, two boys ages 15 and 12.

Saving  
benefits  
through NSO  
membership...  
Use your blue  
card

Log on to [www.nationalstaff.org](http://www.nationalstaff.org) and discover savings of up to 50% at over 100,000 locations!

## Contract Test (Cont.)

### ANSWERS TO QUESTIONS ABOUT YOUR RIGHTS

1) Personal Necessity – Article 19.H. This leave time does not necessarily require pre-notification, nor does it require pre-approval. The requirement is that you give “reasonable advance notification.” In our scenario the member notified the supervisor as soon as possible, as there was no way for the individual to give advance notification. In this case, and while it is not necessary to do so, the member might want to let the supervisor know that a family emergency caused her late arrival. We advise that you give notice as soon as you know that you will be, or are, using PN time.

2) Three hours, overtime – Article 7.B.2.D – All work performed on a day other than the normal workday will be paid for no less than three hours of work time which equals 4½ hours of overtime.

3) “Work Project” Meeting with Supervisor – The Weingarten Rule comes into play the moment a supervisor mentions any possible infraction or questions that may lead to your being disciplined, terminated or have an effect on your working conditions . You should immediately inform your supervisor that you want a union rep present. **DO NOT LET YOUR SUPERVISOR CONVINC YOU THAT IT IS NOT NECESSARY TO HAVE A REP PRESENT.** If your supervisor decides not to call in the requested rep and ends the meeting, immediately contact your Area Representative and let them know what has taken place. Keeping a private written journal of the event(s) may also come in handy. Remember, if you want the meeting ended until you can secure a representative, the law provides that the employer must comply.

## MEMBER SPOTLIGHT (Cont.)

*Continued from page 13*

This past August, after six years with CTA, Amy became a Research Specialist in CTA’s Training & Information Development *Division* (TIDD).

Amy, whose sister is Michelle Bomberry (Santa Rosa RRC), was born in Illinois and moved to California at age 14, just before beginning high school.

She earned a Bachelor’s Degree Political Science from Sonoma State University and is about two-thirds of the way to her Master’s degree in Psychology.

Amy’s pursuit of a Political Science degree was driven by an interest in people working together to improve their lives and environment. That - and her actual political experience (she worked on several local campaigns as well as for a non-profit agency in the area of early childhood education) - made CTA the “perfect place to work before I even knew it,” she said. “At the May Rally, I realized that all of my experiences ‘came together!’ to bring me to CTA.”

Between school and joining CTA, Amy worked seven years for a mortgage company, an experience she values because she gained many skills which are of use to her now.

**CAS CONNECTION STAFF:**

Carole Hester: Editor

Henny Schafer: Publisher/Layout

Roger Urroz, Jr: Assistant Publisher/Layout

Gerald Branch: Printing and Collating

Jennifer Dragovich: Distribution

Nancy Calleo: Proof Reader



*It's Your Newsletter*

The CAS Connection is your Newsletter! What would YOU like to see included in future editions? The goal of all who work on the publication is that it will be of value to you, the reader.

If there are subjects you would like to see discussed or explored in print or on the Web, please contact

Editor Carole Hester

email: [chester@cta.org](mailto:chester@cta.org)

Phone: (707) 468-8197 Fax: (707) 468-0265

**MOVED ?**

Please notify Mai Chang any time your residence changes. Send Mai an email at [mchang@cta.org](mailto:mchang@cta.org).

The Elections Committee needs up-to-date information so you can receive all union materials, ballots, etc.

*"According to the US Department of Labor, Office of Labor Management Standards, election notices must be mailed to members at their last known home address."*



**Send to:**

**Mai Chang, CAS Membership Chair**  
**CTA ♦ 1705 Murchison Drive, Burlingame, CA. 94010**

**Name:** \_\_\_\_\_

**New Address:** \_\_\_\_\_  
\_\_\_\_\_

**CTA Office:** \_\_\_\_\_

**Current Home Phone:** (     ) \_\_\_\_\_

**Personal Email Address (Optional)** \_\_\_\_\_

## WHO TO CALL...

Listed below is the CAS Board Representative Council. If you have a question, concern, please call your Area Representative.

### Executive Officers

**President** - Roseanne Becher: 650-552-5205  
**Vice-President** - Debra Oshige: 916-325-1541  
**Secretary** - Laura Eastridge Murphy: 650-552-5317  
**Treasurer** - Linda Virden: 951-372-2524

### Area Directors

**Area 1** — Michelle Bomberry: 707-544-1075  
**Area 2** — Dawn Basurto: 916-325-1531  
**Area 3** — Rhonda King: 805-922-5707  
**Area 4** — Gina Domenici: 951-372-2506  
**Area 5** — Roger Urroz, Jr.: 650-552-5136

### Area Representatives

**Area 1**  
Rep — Rosemary Mangino: 707-864-0305  
Alternate — Pat Lerseth: 707- 864-0305

**Area 2**  
Rep — Jeanne Akins: 916-723-2822  
Rep — Terri Pinkney: 209-537-0702  
Alternate — Denice Correia: 916-726-4207

**Area 3**  
Rep — Frankie Medina: 562-942-7979  
Rep — Norma Ortiz: 562-942-7979  
Alternate — Joan Singleton: 909-476-2367

**Area 4**  
Rep — Vicki Kramer: 909-890-4520  
Alternate — Lisa Longabaugh: 760-744-4108

**Area 5**  
Rep — Becky Johnston: 650-552-5439  
Rep — Gerald LeDay: 650-552-5109  
Rep — Marilou Saldajeno: 650-552-5152  
Rep — Henrietta Schaffer: 650-552-5567  
Rep — Bob Quance: 650-552-5498  
Alternate — Jem Mapanao: 650-552-5106

### Committee Chairs

**Bargaining**  
Debra Oshige: 916-325-1541

**Budget & Finance**  
Deborah Ford: 650-577-5124

**Bylaws-Standing Rules**  
Barbara Morton: 562-942-7979

**CAS/CSO Support**  
Dawn Basurto: 916-325-1531

**CAS Organizing Co-Chairs**  
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Terri Pinkney: 209-537-0702

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Norma Ortiz 562-942-7979

**Elections Committee**  
Barbara Morton: 562-942-7979

**Grievance Co-Chairs**  
Gina Domenici: 951-372-2506  
Maureen Keating: 415-479-6616

**Health & Welfare Trust**  
Liz Tokar: 650-552-5405

**Membership**  
Mai Chang: 650-552-5333

**Membership Guide**  
Alice Correa: 909-683-3990

**Membership General Meeting**  
Katie Howard: 916-723-2822

**Records & Reference**  
Patricia McCallum: 562-942-7979

**Recognition/Remembrance**  
Janet Smith: 650-552-5249

**Retirement Trust**  
Maureen Keating: 415-479-6616

**Safety**  
Susan Sanz: 650-552-5419

**Technology**  
Yolanda Mogannam: 650-552-5279

**401K**  
Jem Mapanao: 650-552-5106

