Hello CAS family,

CAS and CTA met for their first bargaining session on Monday, March 13th in Burlingame.  The next bargaining date is scheduled for March 21st in Monrovia.  CTA is taking a more collaborative approach to bargaining than in years past.

CAS presented the attached proposal.  CTA caucused for 2 hours and gave verbal responses/comments without a written proposal to only a few items.  CAS proposed a dollar amount increase of $10K for year 1, $7200 for year 2, and $7200 for year 3.  CTA proposed 11% over 3 years (which is the same increase they have proposed to CSO) and is open to the idea of a dollar amount increase rather than a %.

It is very important to remember that bargaining is a process. It will be important to participate in CAS organizing activities if you want to help CAS get the best salary and working conditions possible.

Below is a summary of the items CTA verbally responded to from our proposal:

3.J: CTA was receptive to the changes CAS made and suggested that CAS make the language less gender specific and tighten up the language a little to make it more clear.

Article 7: CTA is in agreement that CAS should not be required to do expenses for CSO or Management but feels that CAS should have the option to continue to do so if they are comfortable with it.  CAS brought up the fact that it is a possible security infringement if CAS is using someone else’s login to enter in CSO/Management expenses.

7.G.1.b/c: CTA verbally countered with just the IRS mileage reimbursement rate.

7.G.2: CTA will counter with CSO contract language.

7.G.4: CTA are willing to counter with the current CTA member reimbursement rate, which is currently $90

7.G.9: CTA is not philosophically opposed to our proposal, but they may not be willing to apply it automatically to all CAS members. CTA also felt the $100 was too high.

16.B: CTA said it looks ok, but needs to confirm with Wei Pan, CTA Controller.

19.D: CTA did not mention anything regarding the request for 10 days.  They want to consult with CTA Legal regarding the language in this section and are sympathetic to the need for bereavement leave for miscarriage or stillbirth.

19.H CAS proposed moving the floating holidays to PN.  CTA asked why we prefer PN over floating.  CAS replied that it provides more flexibility and parity with CSO.

20.A: CTA agreed

22.B.2: CAS inserted the training MOU into the contract and increased the number of CAS members to 6, but CTA stated that they want to keep the MOU as is and keep the number to 5 CAS members. CTA is OK with inserting it into the contract.

These are the only items that CTA verbally responded to – they did mention that just because they did not mention or respond to an item does not mean that they are ignoring or rejecting them.

Nessa (Chair), Sara, Shon, JJ, Valerie and Sue

CAS Bargaining Team