

Advocacy Appeal

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CTA proposals do NOT put members first

Like many negotiations, the bargain over CSO's contract with CTA Management has been slow, and at times contentious and frustrating.

Throughout the process, CSO has remained committed to achieving a fair settlement that helps promote CSO work for members. CSO pushed back on CTA Management's earlier proposed take-backs and, as a

result of that pushback and the incredible support of CTA members, CTA Management has withdrawn many of those shortsighted proposals. However, some of CTA Management's remaining proposals still do not put CTA members first.

According to Secretary-Treasurer David Goldberg, CTA has enough reserves to continue operating "at current levels" for two years. It is important that CTA Management does not cut too many staff members. CTA staff are uniquely trained and experienced in member engagement and organizing strategies that will be key in ensuring CTA will continue to thrive despite the potential loss of fair share.

While staff have helped local chapters throughout the state negotiate increases to salaries and enhanced benefits agreements, CTA Management's salary proposal does

not match the cost of living increases in even some of the more affordable locations in California. This, despite the fact, that CTA continues to

"CSO will continue to fight for a fair settlement despite these challenges"

fund full-time release for Board Members as well as allowances for yard maintenance, house cleaning, child care, and more perks that CSO and CTA members do NOT receive.

CSO has made fair proposals regarding our pension in attempt to address long-term financial liabilities. These proposals represent a very real sacrifice CSO is willing to make in order to preserve its sustainability. However, CTA Management continues to want take backs regarding the 401(k) benefit for CSO, despite the fact that CSO has permanently given up 2% to ensure a healthy retirement pension trust.

CSO will continue to fight for a fair settlement despite these challenges and CSO remains committed to working with and empowering our local chapters now and in the future.

Thank you to all the CTA members who have spoken to your various elected CTA officers on behalf of CSO. Your support is greatly appreciated. CSO will always put CTA members first!

Bargaining Team reports progress, CTA still wants unneeded takebacks

While the California Staff Organization bargaining team reported some progress in recent meetings with CTA Management, the CSO team is still frustrated by Management's insistence on damaging takebacks that are not needed to solve the union's retirement funding problem.

CTA Management has agreed to increase its contribution to the retirement trust; CSO and its sister union California Associate Staff have agreed to redirect a 2% 401(k) contribution to the trust; yet CTA Management insists on making that redirection *retroactive* to Jan. 1, 2017.

"CSO has done their fair share

to support the retirement trust.," said CSO Bargaining Chair Rosemary Loussiant. "CSO says "No" to

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unnecessary takebacks!"

"I would never recommend to one of the unions I represent that they take an unnecessary cut like this," she said. "CTA is trying to take advantage of a situation to take

more than it needs, and we see it."

On the positive, a number of other needless takebacks have been pulled off the table by CTA Management, due to increasing pressure brought by CSO's organizing efforts. You can see some of those organizing efforts by searching **California Staff Organization on Facebook**, including a "Funeral for Union Values" at CTA's last State Council of Education.

"Our members are committed to holding CTA to the values it espouses for bargaining tables in California," said CSO Organizing Chair Kim Mina. "We will continue to point out the hypocrisy of CTA's attacks on its unions."

CTA: Making an existential choice

As CTA continues to negotiate with CSO and CAS, the employees that make the ship run, one has to ask what are its priorities? There is little doubt that the landscape for unions will shift dramatically once the United States Supreme Court rules on *Janus et al v. AFSCME et al* (7th Cir.), which will most likely end the ability of unions to receive from non-members agency fee payments or non-members paying their fair share of collective bargaining. This decision is expected to come as early as February 2018.

CTA could be leading the charge on what a strong union does in the face of such a threat. CTA has instead cho-

sen to focus on creating a rift with their employees. Time and energy of CSO and CAS could be spent on fighting this existential threat to the very existence of unions. There is a very real fear that many of us in CSO feel that CTA Management is heading down a path of no return which will lead to the death of the largest and one of the most politically powerful unions in California. We are urging CTA to do the right thing by its employees and settle a contract that is fair and respects the work of CSO and CAS.

CSO and CAS are ready to fight the evil forces that seeks to gut unions and public education. We are urging CTA to do the same.

Advocacy Appeal is produced by the California Staff Organization, the union for professional departmental and Regional UniServ Staff who work for the 320,000 members of the California Teachers Association. Comments or inquiries may be emailed to csocomcom@gmail.com. Find us online at www.calstaff.org.