#### Advocacy Appeal - Winter 2017

## **Tough bargains statewide lead to impasse**

From Yreka to San Ysidro CTA when a new administration came to chapters enter into negotiations every town. The SVEA members now find from the start of the process. He asyear to attain a settlement that helps their members. Unfortunately, many of the associations around the state

cannot come to an agreement at the bargaining table with administration and this leads to a formal process called "impasse." Throughout the process of impasse,

CSO members work hand-in-hand with these

chapters to get a fair and reasonable settlement.

Members of the Silver Valley Education Association currently find themselves moving toward Factfinding (a step near the end of the impasse process). Historically, SVEA has had a workable relationship with their administration and have enjoyed munications and organizing. some of the highest salaries in the county. All of that changed recently Andrew Oman (PCS) has been a

themselves approaching the bottom of the county in pay and benefits. Dawn Murray is the Primary

> Contact Staff (PCS) for of CSO and has partnered with SVEA members from the beginning. "I have been at the bargaining table with their team every step of the way," said Murray.

"Arleigh Kidd (Region 3 Organizer) has been great, he has spent a bunch of nights up here working with their organizing team and getting them to the next level." Often when a chapter goes into a bargaining crisis, CSO the state are standing strong with departmental staff come in to lend a hand and assist the chapter with com- These partnerships between CTA and

For Cuyama Unified Educators,

partner with their bargaining team sisted with preparation and has been at every negotiations session to work through some rather specious budget numbers presented by the administra-SVEA. She is a member tion. His breadth of experience has helped the chapter discover the administration hasn't been totally forthright with them. His frustration is palpable, "These members delayed bargaining last year when the superintendent cried poverty and uncertainty. And then the district put money in the bank and refused to make any offer for 15-16."

> Both of these chapters are bracing for what is to come in their negotiations, but CSO members from around them to ensure a stronger union. CSO members are one of the myriad reasons CTA is so strong.

#### **Red Zone:** Issue continues into main bargain this spring

(Continued from Page 1) to allow CTA to move a two-percent- she said. "We are trying to improve of-salary contribution from employees' 401(K) accounts into the retirement trust for 10 years – enough to satisfy federal regulators. CTA would not settle unless the change was made permanent.

"We don't need to have a permanent solution for a temporary problem," Louissaint says. "We tell our chapters not to do that, and we aren't going to do that."

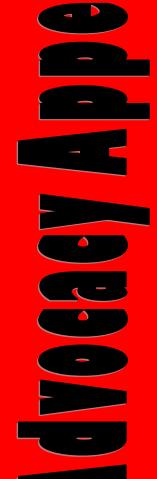
"Our union is just like yours,"

### "We want to protect our retirement, just like you."

our working conditions, just like you. We have had added workloads, just like you. We want to protect our retirement, just like you."

As the issue is unresolved, it will be added to the full contract bargain with the unions this spring (the agreement with CSO expires on Aug. 31, 2017).

CSO has just completed a one-on -one listening campaign with members to determine their bargaining priorities and to ask what they are willing to do to get a fair settlement. Louissaint says she hopes that CTA will be more reasonable as the full bargain progresses.



#### **Winter 2017**

## **INSIDE**

Women's March 2-3 Tough Impasses 4



#### A CSO publication

**Red Zone Update:** 

## CTA wants a permanent fix for temporary retirement issue





It is an axiom many CSO members have shared with many chapter bargaining teams.

manent solution to a temporary problem."

For example, if the District has a temporary shortfall, don't bargain a with it. If you have to one-time give, because

ly what CTA sought to take from CSO and CAS Zone." in our bargaining to fix



our retirement "Red Zone."

Last February, CTA and its unions learned that pected this would be an "Don't bargain a per- it's staff and management "easy fix," as it had been retirement plans were un- when this occurred once derfunded and were going before. Almost a year latto enter into the "Yellow Zone," a condition that indicated changes were permanent pay cut to deal needed to keep the plan funded as required by give up money, make it a law. To have more flexibility in making changes, you will never get it back. CTA and its unions And yet, that is exact- agreed to go straight into the retirement "Red

Chair Rosemary Louissaint says the union agreed to this as it exer that is not how it turned out.

"We agreed to terms that would allow our retirement plan to be solid for at least 10 years, as required by law," Louissaint says. "But that was not enough for CTA."

Among other changes, CSO and CAS agreed (See Red Zone, Page 4)

**CSO** Bargaining

# **MARCH ON!** CSO, CTA members march together for equality, decency, human rights







CSO, CAS and CTA members, and their family and friends, took to the streets with hundreds of thousands of women and men from across the country for Women's March of Washington events from Los Angeles to Washington D.C.



Immiarants Poor People People of Color Lesbians

> Save the Date! There will be a CSO reception open to all State Council members the evening of Saturday, March 25.





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.

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