

# Why is CSEA management playing games with our contract?



## CSEA bosses say they can't afford anything less than cutting take-home pay for staff

*But a financial review reveals a different story...*

- + \$7 Million:** CSEA spent \$7 million less than it received in CSEA member dues for 2011-2012. Meanwhile, management refused to fill critical bargaining unit positions causing an epidemic of workload problems
- + \$8 Million:** CSEA budgeted \$12-15 million for employee pensions in 2012-13, but the cost was less than \$7 million.
- + \$10 Million:** CSEA spent nearly \$10 million *LESS* in 2012 for total member services than they did in 2011.
- = \$25 Million:** CSEA's expenses were \$25 million less than budgeted in 2012-2013. *Saving money for a rainy day is smart, but hoarding more than needed on the backs of your employees is anti-union.*



## CSEA's 'union' contract proposal: takeaways and benefit cuts

*Pulling a page out of the district playbook, CSEA management proposes major benefit cuts to staff...*

- Insurance Cap** CSEA would impose a cap on the amount it pays for its employees' health insurance benefits (having its biggest impact on staff with families).
- 5 Percent** Pay cut imposed due to required out-of-pocket pension contribution (1.5% in 2013, 3% in 2014, and 5% in 2015).
- 1.75 Percent** CSEA proposes a very modest 1.75% wage increase in 2013 and 2014, and a 2.25% wage increase in 2015 (offset entirely by cuts).
- 10 Percent** Member services have suffered as CSEA cut positions and reduced our bargaining unit by 10%. Workload problems run rampant, but management refuses to acknowledge it as an issue.
- = Pay Cut** Most bargaining unit staff would receive a total net loss in take-home pay/benefits under CSEA's proposed contract.

