

To All CCA Members:

Your union has been involved in contract negotiations with the City and after a number of meetings, the City has made no serious offer that would be worth bringing back to the membership. I realize that there are a few Captains out there that are trying to create confusion and spread rumors about why we still do not have a contract. As always you should ask your questions of the Executive Board and you will always get straight answers. We have nothing to hide from you and never will. We will continue to update you on our progress through the CCA web site.

The Facts:

1. We have a contract committee and have met to discuss potential give backs.
2. Make no mistake about it, this round of bargaining is the worst we have had and as you can see as different unions settle, all the contracts involve giving back benefits previously achieved in past contracts.
3. The CCA has been very vocal about the way current negotiations are going and that it is wrong to start off bargaining a contract owing the City 4.24% in give backs.
4. We are not looking to negotiate this contract off the backs of the incumbents as some would like to have you believe. We are trying to spread out the givebacks with the least amount of pain to those in rank and to not kill the career path.
5. Our task has been made extremely difficult with the first line unions being allowed to give up their unborn and achieving a big credit for doing so.
6. It has always been our philosophy that the unborn (those not yet on the job) do not belong to the first line unions. In fact we believe that they are the responsibility of the City and it is the City and the Office of Labor Relations that should be looking out for them. They are not here to vote on what their potential union will do to them. We have always said that it is easy to give up those you do not see because they are not yet hired. We should get credit for them being given up since statistically 40% of them do become Captains.
7. The City and the Office of Labor Relations are wrong for allowing this type of bargaining to happen. They stated after our pension debacle that they would not allow unions to ever give up the unborn again. They lied. They should want the most qualified and best paid to take this job yet they do not seem to care. Lets face it by the time this issue really starts to effect the job those in power will be long gone.
8. Not withstanding all of the above your union has made many offers to hammer out a deal to no avail.

What the City has zeroed in on:

1. They want all incumbents to do an overtime bank that would entail you working your first 48 hours of overtime for nothing.
2. They want us to give back the Wittenberg agreement.
3. For those that may not know what the Wittenberg agreement is, it is the agreement that forbids the agency to shift reduce security posts. This agreement took years to win and goes right to the heart of staffing and safety. No other union has this agreement and it

stops the agency from making you perform more than one job. It makes them staff properly the posts necessary to run the facility.

** Your union rejected both these proposals immediately. We would not insult you or embarrass ourselves by entertaining either of these proposals. Also note that even these two proposed givebacks would not have been enough to make a deal.

What your union has proposed:

1. We have asked the City to look at and cost the working of additional minutes. We did not just ask for the costing for 29 additional minutes, we asked for the costing of additional minutes period. We were trying to get these minutes to be used for training, which we should receive but do not.
2. The City at first rejected the additional minutes, offering no credit and later on they offered such a small credit for these minutes that it was a further insult to us.
3. We asked the City to look at the vacation smoothing that COBA received credit for, the City was not interested in that either.
4. Now that the pension has been corrected, we asked the City for a credit of the contract givebacks that were needed to fund the old pension and they refused.
5. We asked them to cost out many items such as a vacation day, rescheduled tours, salary stretch, reduced vacation schedule for new captains, extending the contract etc. The City wants an overtime bank and the Wittenberg agreement in addition to all of these items.

What the CCA feels about the unborn Captains:

1. We have never felt it to be a good idea to sell out the unborn, yet we were not the union to start that type of bargaining in this round. It simply is wrong. However please know that the unborn Captains will share in the pain of achieving a new contract, we have never indicated that the incumbents would bear the entire brunt of achieving a contract.
2. If we were to stretch out the unborn Captains for numerous years and take benefits from them, please know that it still would not be enough to achieve a contract.
3. We are looking at all possibilities.

Why we have filed for impasse and what it means:

1. We believe the City is stalling and is only interested in the items they mentioned so we do not believe it is in your best interest to continue to have meaningless meetings with the City while they are being unreasonable.
2. We are ready for the next phase which would be mediation. We believe this step will make the City bargain more reasonably and if not then the mediator will suggest arbitration.
3. Since the City does not seem interested in our proposals we feel our arguments would be best served discussed with a mediator.

4. We believe that we can present and make a good case for our contract to a mediator and at arbitration if necessary. Let's face it right now the City is not bargaining in good faith with us and our interpretation of their collective bargaining is Collective Rape and we are not willing to submit to their outrageous demands.
5. The City also stands to lose at arbitration so their cavalier attitude may not be in their best interest. Remember there were those who never felt we would win the shift reduction arbitration, yet we did.

** There are some of you who seem to think that the solution to our problem would be to do tour changes. While I can appreciate the suggestion, you need to know the following:

One tour change done by every Captain in rank and all future Captains is worth .12. So how many would you have to do to make up 4.24? Tour changes will allow them to move you around to avoid the payment of overtime. Your union always welcomes the input of its members. I would be very interested in hearing your suggestions and I can promise you that all of your suggestions will be reviewed and researched.

** Lastly, there are those that wish to tie in not having a contract with the current relationship the CCA has with Commissioner Horn. That could not be further from the truth. I believe upper management themselves along with some disgruntled Captains and a few self serving Captains have circulated this rumor.

The relationship between the CCA and the Commissioner has deteriorated simply because Martin Horn wants Captains that are accused of doing wrong to accept outrageous penalties that consist of 1 to 2 years full probation, demotion or termination. Your union has successfully challenged Martin Horn on many cases and has come up winning. Our Captains accused of wrong were given the best representation and were found to be innocent. If Horn had his way there would be a number of Captains fired and their families receiving welfare. Your union will not give in to the inhumane and barbaric penalties being imposed by Richard White and Martin Horn. Our number one priority is to afford you protection for performing your job. For those that believe I should lie down and give in to Horn then I hope you would feel the same way if you were in the position our Captains were in, facing the possibility of losing your pension and not being able to take care of your families. Let the truth be known, wouldn't you want us to fight as hard for you as we are doing for those in trouble right now? Remember it can happen to you and when it is you who are in trouble, management will turn their backs on you. So we will continue to defend all our members and we will continue to work day and night to achieve the fairest contract we can.