



OFFICE OF THE GOVERNOR

November 5, 2019

Timothy P. White
Chancellor, California State University
401 Golden Shore
Long Beach, CA 90802

Dear Chancellor White,

As the California State University (CSU) negotiates the next contracts with its support staff workforce, I urge the CSU to address a longstanding inequity faced by dedicated and skilled employees who are facing stagnant wages and declining market rate salaries due to a lack of merit steps.

As you are aware, Assembly Bill 369 (Weber) moved through the Legislature this year with bipartisan support, which would have provided annual merit salary intermediate step adjustments for CSU support staff employees meeting satisfactory performance standards. This followed a similar legislative proposal last year. Building upon these legislative efforts, it is my expectation that the CSU tackle this issue head on during upcoming collective bargaining negotiations.

In 1996, the CSU halted merit salary steps for support staff, and despite workers' attempts to negotiate increases, they have not been reinstated. Meanwhile, executive and manager salaries have climbed – creating a significant hardship for the most loyal support staff as well as a growing sense of inequality on campuses. The troubling absence of merit salary steps takes the biggest toll on the most long-serving workers, who fall further behind their more recently hired colleagues each year they serve our students. Moreover, the CSU is the only state agency that does not provide salary steps to its staff.

The CSU is an economic engine for our state and thanks in large measure to your leadership, we are witnessing historic increases in the amount of students who graduate. In order to sustain that commitment, we must take proper care of the tens of thousands of support staff who represent the backbone of the CSU's twenty-three campuses.

The upcoming negotiations should result in an agreement with our labor partners that erases the inversion gap, provides salary steps, and fairly and justly compensates these staff for their hard work.

As a long-time CSU Trustee, I have appreciated our partnership and know you share my commitment to treating our dedicated staff with the dignity and respect they deserve. It is my firm belief that addressing this wage inequity is long-overdue and in line with the institution's values.

As you complete the final year in your exemplary service as Chancellor of California's State University, I know that we can work together on this important goal.

Sincerely,



Gavin Newsom
Governor of California