

**AB 1231 (Weber)**  
CSU Employees Salary Steps

STATE SENATOR SAMPLE LETTER

**NOTE: Type or hand-write your AB 1231 support letter. Use the talking points below as a guide only – it's important to "stay on message." Incorporate your personal story of not progressing through your salary range. For instance, you can talk about the financial impact on you and/or your family, how new hires are earning a higher salary than employees who have worked at their job for numerous years, or how administrators receive annual salary increases while support staff don't. Go to <http://findyourrep.legislature.ca.gov/> to find your state Senator.**

**Return your letter to your chapter leadership by Friday, April 6 for distribution at the April 16-17 CSUEU Lobby Day.**

[INSERT TODAY'S DATE]

Senator \_\_\_\_\_  
The State Capitol  
Sacramento, CA 95814

Dear Senator \_\_\_\_\_:

I urge you to support AB 1231 (Weber) and restore salary steps for CSU support staff that will provide equitable wages and establish parity with other state agencies (a salary step is an incremental increase in salary that employees receive for their longevity and job performance).

**Remember to hand write or type your letter, insert one or more of the talking points and include a personal story.**

- Salary steps are not raises. Raises are negotiated at the bargaining table and have nothing to do with an employee's performance.
- The CSU is the only California state agency that eliminated salary steps for its employees, and is the only state agency that does not provide salary steps for its employees.
- For 20 years, the CSU has been unwilling to reinstate salary steps, despite the failure of the existing salary structure and the inability of employees to earn a fair and equitable wage.
- Following a 1996 impasse in contract negotiations with CSUEU, the CSU Board of Trustees took the unprecedented action to unilaterally abolish existing employee salary steps.
- CSU employee salaries have not progressed through an "open range" salary structure imposed by the CSU to replace salary steps, and multi-year efforts to negotiate a resolution in this equity have been futile. The inability to move through salary ranges has resulted in new hires earning higher salaries than existing employees who have worked in the same classification for many years. This inequity has created a \$95.4 million inversion gap between the salaries of newly-hired and long-employed CSU support staff.
- The CSU continues to profit from intentionally neglecting its employees. As employee salaries have become marginalized, a 2017 state audit showed CSU management positions grew at twice the rate of support staff, with a half-billion dollars per year total compensation that far outpaced the salary increases of other employees.

To provide equitable wages and establish parity with other state agencies and their employees, please support AB 1231 (Weber).

[YOUR FULL NAME and SIGNATURE]  
[YOUR JOB TITLE and CAMPUS]  
[YOUR FULL HOME ADDRESS]