



California State University Employees Union (CSUEU), SEIU 2579/CSEA

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April 18, 2018

To: California State Legislature

Fr: Neil Jacklin, President  
Kim Harrington, Chair, Legislative Committee  
David Balla-Hawkins, Legislative Director

Re: **AB 1231 (Weber) – SUPPORT**  
CSU Employees Salary Steps

The CSU Employees Union represents over 15,000 employees who support and oversee the academics and operations of the California State University, including information technology, healthcare, campus operations, clerical, administrative support, grounds and custodial. CSUEU is the **SPONSOR** of **AB 1231** to restore salary steps for CSU support staff – salary steps that were eliminated by the CSU 20 years ago.

- AB 1231 restores 5% salary steps for CSU support staff (*a salary step is a merit-based incremental movement in a salary range that employees receive for their longevity and job performance*).
- Salary steps are not raises! Raises such as GSIs and COLAs are negotiated at the bargaining table, and have nothing to do with an employee's performance.
- 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.
- The CSU is the only California state agency which 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 failures of the existing salary structure and the inability of employees to earn a fair and equitable wage.
- AB 1231 provides parity with all other state agencies and state employees.
- CSU employee salaries have not progressed through an “open range” structure imposed by the CSU to replace salary steps, and multi-year efforts to negotiate a resolution to this inequity have been futile.
- The inability of support staff to move through salary ranges resulted in new hires earning higher salaries than existing employees who worked in the same classification for many years. This inequity created a \$95.4 million inversion gap between the salaries of newly-hired and long-employed CSU employees.

To provide parity and establish equitable wages with other state agencies and their employees, CSUEU respectfully requests your **SUPPORT** of **AB 1231 (Weber)**.