



HUMAN RESOURCES

Labor Relations

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May 7, 2007

Mr. Teven Laxer
Senior Labor Relations Representative
California State University Employees Union
1129 10th Street
Sacramento, CA 95814

Re: SSI Eligibility

Dear Mr. Laxer:

This is to confirm our discussion regarding SSI Eligibility under the terms of the 2007 – 2009 collective bargaining agreement.

CONTRACT:

Provisions 20.26 - 20.35 state the guidelines for issuing an SSI to probationary, permanent and temporary employees who are below the SSI maximum on their Anniversary Date, provided they have satisfactory performance.

Provision 20.27 provides for a bonus for eligible employees who were at or above the SSI maximum on July 1, 2006.

SSI maximums were increased by 8.324% on July 1, 2006. (Provision 20.4)

Employees received a GSI of 3% and a market increase of .324% effective with the August 2006 pay period. (Provisions 20.4 and 20.7)

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ISSUE:

Some employees who were over the old SSI maximum were under the new SSI maximum as of July 1, 2006 and, therefore, not eligible for the SSI bonus. However, after receiving their GSI and Market Salary Increases, they were over the new SSI maximum and, thus, not eligible for an SSI on their anniversary date.

Example:

SSI Max 6/30/06	\$3381
Salary 7/1/06	\$3654
SSI Max 7/1/06	\$3662
Set Anniversary Date to 04/01/07	
Salary After GSI and Market	
Increases (8/2/06)	\$3775
SSI Max 8/2/06	\$3662

AGREEMENT:

It is agreed that the employees who were ineligible for the SSI bonus on July 1, 2006 because their salaries were below the SSI maximum and were ineligible for an SSI on their anniversary date in fiscal year 2006-07 as a result of the GSI and Market Salary Increase should receive the bonus. Please sign below to indicate your concurrence.

Sincerely,



Sharyn Aberratha
Senior Labor Relations Manager

Concurrence:



Teven Laxer
Senior Labor Relations Representative