FAQ: Tentative Agreement

Nov. 5, 2026

CSUEU's Bargaining Team reached a tentative agreement (TA) on a new contract covering 15,000 CSU Staff on October 31. Highlights of the agreement include full implementation of steps, two salary structure adjustments, 1 step movement, retroactive pay, and an upfront $3,575 payment for full-time employees. All members will vote to accept or reject the TA between Nov. 3 and Nov. 17, 2026.

How do I vote, and what happens if the agreement is rejected? Is a separate strike vote required?

Every member was emailed and texted a ballot from CSUEU@ElectionBuddy.com. Email that address if you are having trouble finding your ballot.

Ratification requires a simple majority of votes cast, or 50% of ballots cast plus one. There will not be a separate strike vote. If more voting members cast "No" votes, it gives the CSUEU Board of Directors the authority to call for a strike.

Voting ends on Nov 17. For staff who are not yet members, join today so that your voice can be heard: csueu.org/join.

What pay increases will I receive in 2026–27 and 2027–28?

It depends on your salary placement and target step. Salary scales increase 1.2% in 2026–27 and 2.3% in 2027–28. Employees below target move to their target step in 2026-2027, and all employees below their top step advance one step (2% raise) in 2027-2028.

What will employees outside the step system, red-circled employees, and employees at Step 20 receive?

The 4% GSI applies to classifications outside the step system. Red-circled employees are eligible for a one-time bonus each year of 3% (based on annual salary). Employees at step 20 will benefit from the 1.2% and 2.3% salary step adjustment.

How do I find my current step and target step?

You can find your current step on the CSU website (Google CSU Salary Schedule). Target step reflects years in your current classification (not classification series); the calculation depends on your anniversary date. Consult the letter you received in October 2025 or ask campus HR to confirm your classification and placement.

Who qualifies for the 25/26 bonus, and how much will they receive?

All employees hired before November 13, 2026, including temporary, probationary, and permanent employees (retired annuitants excluded). Reduced time bases and shorter appointments will be prorated. For employees with no time base (intermittent) see formula in TA at end of bonus section.

When will raises, bonuses, and retroactive pay arrive, including for employees retiring or leaving?

Retroactive pay covers step movement and the salary adjustment back to July 1, 2026. The bonus is projected to arrive in December 2026. The CSU is currently stating that retro-checks and pay raises will be seen in April 2027. We are hopefully optimistic that this is a case of underpromising and overdelivering and that the increases will show up sooner.

How do years of service, reclassification, and mapping appeals affect my placement?

Employees mapped into new classifications on October 1, 2025 retain service in their prior classification.

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Where can I find the agreement, salary charts, and help with my individual situation?

The full agreement is available on our website. Salary charts are available on the CSU website. Campus HR can help confirm individual placements. You can also join our statewide town halls or connect with union members in your chapter at upcoming ratification events.

If I am above my target step, can I still receive future step movements?

Yes, as long as you are below the top of the scale. In 2027-2028, all employees below step 20 will advance regardless of their previous target step.

Will performance evaluations affect step increases during this contract?

Evaluations will not be used for step increases during this contract unless we are able to agree on a “standardized review common to all employees systemwide”.

Could my salary be reduced if I am above my target step?

No. Your salary will not be reduced.

Are our health benefits changing?

No. There are no changes to health benefits.

Only CSUEU Members can vote. Join today to receive your ballot and make your voice heard.



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