



## **STAFF EQUITY PROGRAM QUESTIONS AND ANSWERS**

### **What is the Staff Equity Program?**

The Staff Equity Program is a special equity increase for employees with eleven or more years of service in a classification who are below the median salary in their class or skill level.

### **Did the Union negotiate this program?**

CSU negotiated a change in the statewide union contract that allowed for group In-Range Progression (IRP). At the campus level, we worked with President Hirshman and the SDSU-CSUEU Labor-Management Committee to develop the details of the program.

### **Why is it limited to employees with eleven years of service?**

The number was chosen for two reasons. First, the intent of the program is to reward service and to make sure that longer-serving employees move up the pay scale.

Second, there is only \$350,000 allocated to the program in FY 2014-2015. Eleven years is that amount of money working backward from the longest serving employees to the recently hired employees.

### **Why is it time in class and not time at the campus?**

This is in part the limit in the funding, but it is also a part of the principles of the program. There are other increases that come with reclassification (5%) and we wanted to address those employees who have been without salary movement in their classes for the longest period.

### **When will the Equity IRP come into effect?**

The Equity IRP will take effect on June 1, 2015. SDSU Human Resources will send notifications next week. This date was chosen to increase the effect of the Equity IRP on the General Salary Increase (GSI) scheduled for July 1.

### **How will know if I am on the list?**

Human Resources and CSUEU Bargaining Unit Representatives will have a copy of the list and you can contact one of them.



**What if I am not on the list and it is a mistake?**

The parties have agreed to a labor-management review for any anomalies. We will be using the formula adopted by the Staff Equity Program.

**What about employees with less than eleven years in class – will earlier dates be used in future Equity IRP?**

This Staff Equity Program has evolved out of many discussions (and some grievances) that pushed management on the issue of our broken compensation system. We have gone from no steps and no salary increases to regular GSI and now a service increase.

CSUEU is working with President Hirshman to develop the Staff Equity Program and make it multi-year and multi-level. We believe that employees should have a regular ladder up in the salary range from the first year to the last. Funding the program is the first step.

**How can we in the Union make this happen?**

We have made this much progress because of the vocal membership and active leadership of members of CSUEU. As management said in our labor-management committee, “We had to hear you.”

We need two things to make this program work for every employee:

**#1** Increased membership. No employer pays attention until the majority of employees are speaking with one voice.

**#2** Increased participation. We need you to volunteer to help recruit new members, to serve as steward s and officers, to come to meetings and to be a part of our decisions in our Union.

*For more information on our Union go to*

[www.csueu.org](http://www.csueu.org)