



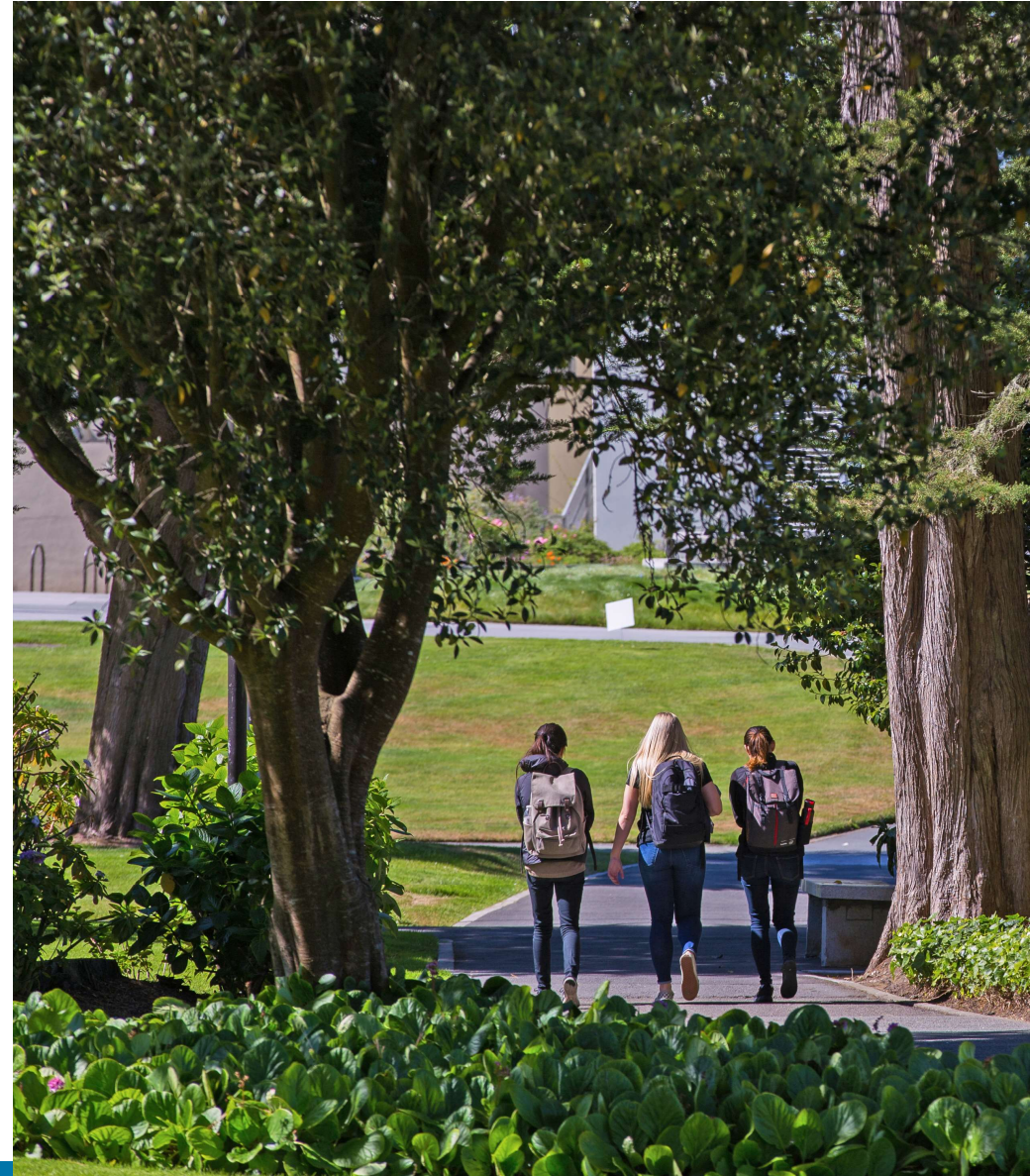
The California State University
SYSTEMWIDE HUMAN RESOURCES

CSU / CSUEU

2023/24 REOPENER BARGAINING

Collective Bargaining Presentation

May 9, 2023



New Alternative Structure

May 9, 2023

New Alternative Structure

- 23 steps
- 2 percent increases between steps
- **Initial placement is based on time in current classification (up to step 5) and placement on closest step to current salary (if 5 or more years in current classification or currently above appropriate experience placement)**
 - No one goes down in salary. Everyone is placed on a step.
- Future step progression not automatic
- Utilizes current classification for implementation

New Alternative Structure

Years in Classification

0 to 0.99 = step 1

1 to 1.99 = step 2

2 to 2.99 = step 3

3 to 3.99 = step 4

4 to 4.99 = step 5

5 or more = step 5 or closest step

New Alternative Structure

- Classification range targets
 - Minimum: Region A
 - Maximum: Region C
- Minimum wage adjustments
 - 10/12, 11/12 pay plans

Proposals Forthcoming on the Following

- Health benefits
- Rural health care stipend
- Pension contributions
- Parking
- Shift differentials
- In-range progression
- Emergency pay
- Pay plans (10/12, 11/12)

The CSU reserves the right to add/remove items from this list.

Disclaimer

This presentation assumes full compact funding for FY 23/24. Less than full compact funding in FY 23/24 may require alterations to the concepts presented.

The CSU reserves the right to add/remove/change items from this presentation.

calstate.edu