

CSUEU/ CSU Memorandum of Understanding (MOU)  
Regarding Mercer Salary Study Implementation

The California State University and the California State University Employees Union (henceforth referred to as “the parties”) have jointly conducted a salary study of CSU staff employees (“Salary Study”). The study was funded with \$2 million that was included in the Budget Act of 2021 for this purpose. Reference Senate Bill 170 (Chapter 240 of the Statutes of 2021).

This Salary Study is being prepared by Mercer, a subsidiary of Marsh McLennan (“Mercer”). The results of the Salary Study are expected in April 2022. The parties hope and expect that new, incremental, recurring funding will be provided through a specific appropriation in the State of California’s Budget Act of 2022 to implement the recommendations of the Salary Study.

The parties are also engaged in bargaining for a successor agreement to their Collective Bargaining Agreement of January 31, 2018 to June 30, 2020, extended by mutual agreement to June 30, 2022. The parties wish to ensure that bargaining over the implementation of the Salary Study recommendations are a distinct and separate process from the bargaining for a successor agreement, including any agreed upon General Salary Increases between the parties.

Therefore, the parties agree as follows:

1. Bargaining over any implementation of the Mercer Salary Study recommendations shall be a separate process from the bargaining over a successor collective bargaining agreement, however salary increases resulting from the successor bargaining could impact the needs outlined in the salary study.
2. Any new, incremental, one-time or recurring funds appropriated in the State of California’s Budget Act of 2022 to the CSU for the specific purpose of implementation of the Salary Study recommendations shall be used only for the purpose specified in the appropriation.
3. No employees shall suffer a loss of pay or benefits as a result of the implementation of the Salary Study. To ensure the forgoing, the parties shall establish a mutually agreed upon process for correcting individual errors that may occur as a result of the implementation of the study.

For the CSUEU:

  
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Vice President for Representation

  
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For the California State University:



Evelyn Nazario  
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