



California State University Employees Union (CSUEU), SEIU 2579/CSEA

ASSEMBLY FLOOR ALERT

January 19, 2018

Fr: Kim Harrington, Chair, Legislative Committee
David Balla-Hawkins, Legislative Director

Re: **AB 1231 (Weber), As Amended – SUPPORT**
CSU Employees Salary Steps

The CSU Employees Union represents over 15,000 workers that support and oversee the academics and operations of the California State University, including information technology, healthcare, campus operations, clerical, administrative support and custodial. CSUEU is a **SPONSOR** of **AB 1231** to restore salary steps for CSU support staff – salary steps that were eliminated by the CSU 20 years ago (a salary step is an incremental increase in salary that employees receive for their longevity and job performance).

- The CSU is the only California state agency that eliminated salary steps for its employees.
- Following a 1996 impasse in contract negotiations with CSUEU, the CSU Board of Trustees took the unprecedented action to unilaterally abolish existing employee salary steps. CSU employee salaries have not progressed through an “open range” salary structure that was imposed by the CSU to replace salary steps.
- The inability to move through salary ranges has resulted in new hires earning higher salaries than existing employees who have worked in the same classification for many years. This inequity has created a \$95.4 million inversion gap between the salaries of newly-hired and long-employed CSU support staff.
- The CSU continues to profit from intentionally neglecting its employees. A 2013 state audit concluded that the CSU made \$682 million in 2009 from the lay-offs and furloughs of support staff and student fee increases. These funds were added to CSU accounts that are held outside of the State Treasury. An August 2017 CSU document shows that these outside accounts have since grown to \$3.7 billion, of which nearly \$1.9 billion are discretionary funds.
- As CSU employee salaries have become marginalized, a 2017 state audit showed CSU management positions have grown at twice the rate of support staff, and receive yearly salary increases that now total a half-billion dollar in annual compensation that far outpaced the salary increases of all other CSU employees.

To provide parity and establish equitable wages with other state agencies and their employees, CSUEU respectfully requests your **SUPPORT** of **AB 1231 (Weber)**.