

# Senate Bill 410

## Salary Parity for California State University Employees

Senator Connie M. Leyva (D-Chino)

### SUMMARY

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SB 410 requires the California State University (CSU) to implement a nine-step merit salary system for all California State University non-faculty staff employees, many of whom are the lowest-paid employees at the university system—such as custodians and groundskeepers. This legislation will provide parity with California’s other 233 state agencies and over 210,000 state employees.

### BACKGROUND

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In 1996, following an impasse in contract negotiations, the CSU Board of Trustees took an unprecedented action by unilaterally abolishing employee salary steps that were in place for 50 years. For 25 years, the CSU has now been unwilling to reinstate salary steps. It remains the only state agency that eliminated salary steps for its support staff and is also the only state agency that does not provide salary steps for its support staff.

In 2021, the Legislature passed and Governor Newsom signed SB 129, which appropriated \$2 million to the CSU Chancellor’s Office to evaluate the CSU support staff’s existing salary structure. In May 2022, the study was completed and resulted in the following findings and recommendations:

- Identified significant wage compression, meaning that new hire salaries are often extremely close to salaries of senior staff.
- Determined that, on average, CSU staff salaries are 12% behind the market average.
- Recommends implementing a nine-step salary system which will help support wage growth and a living wage for the non-faculty staff at the CSU system. The proposed system will include five annual steps that an employee will progress through with satisfactory completion of job duties, three additional steps assessed every two years, and a final step after three years.

In addition, the study found that the wage compression and lack of salary steps disproportionately affects women and people of color working in support staff roles.

### PROBLEM

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Representatives of CSU non-faculty staff have worked for years to resolve challenges with the CSU to reinstitute a salary step structure while highlighting the inequities that have been created due to the current wage structure at the CSU.

The recent study affirmed concerns about wage issues, including clearly showing that the non-faculty staff at the CSU were impacted by wage compression and were—on average—12% behind the market median in their relevant job family. Despite the information and years of working on the issue, CSU has yet to correct the salary issues.

### SOLUTION

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SB 410 will correct the inequities that have existed for CSU support staff for 25 years and ensure that they have the right to earn a wage that is competitive and on par with their counterparts.

Specifically, this bill implements a nine-step system which includes annual merit salary increases of 5% for the first five years, three separate 5% merit increases every two years and a final step three years later for a total of nine steps over 15 years. The measure would automatically incorporate these provisions in any pertinent memorandum of understanding (MOU) or collective bargaining agreement (CBA) entered into, or renewed, by the CSU on or after January 1, 2023.

### SUPPORT

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California State University Employees Union  
(co-sponsor)  
Teamsters Local 2010 (co-sponsor)

### CONTACT

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