



## **Submitting IRP Requests When Salaries Are Inverted**

### **FAQ**

CSUEU recently looked into salary data for the CSU system as a whole. We discovered that salaries were inverted—that is, the salaries for new recruits were increasing faster than for existing employees—for over 10,000 of our approximately 16,000 represented employees. To assist these workers, we took it upon ourselves to pre-populate In-Range Progression request forms for each of them.

Your chapter leadership will be getting in touch with you by e-mail soon to help you check to see if you are one of these impacted employees and to submit your IRP request as needed.

#### **Where do the data come from?**

The information came from the State Controller's Office.

#### **How did you determine who would get a pre-populated IRP form?**

Each month, CSUEU receives an updated list of all of the employees we represent. The information contained within these lists specifies the date you started in your classification, as well as how much money you make. We compared your classification, hire date, and salary on your specific campus (we have employees on all 23 campuses and the Office of the Chancellor) to other employees hired after you to determine which workers are in an inverted situation.

#### **How do I turn in my IRP request form?**

Follow the instructions found in the upcoming e-mail from your chapter.

#### **Won't my boss be mad that I'm turning this in?**

We certainly hope not. In fact, this might just be the justification needed for your boss to help support you in the workplace. We've experienced a lot of support so far from management at campuses whose employees have started turning these forms in.

#### **Where can I get more information?**

Get in touch with your chapter leaders. Their contact information is available in the CSUEU online directory at [www.csueu.org/Resources/Contact-Us/Online-Directory/Chapters](http://www.csueu.org/Resources/Contact-Us/Online-Directory/Chapters)

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