

AB 369 (Weber)
CSU Employees Salary Steps

ASSEMBLY SAMPLE LETTER

NOTE: Type or hand-write your AB 369 support letter. Use the talking points – it is critical to “stay on message” – but do not simply cut/paste the letter. Use your own words and incorporate your personal story of not progressing through your salary range. For instance, you can talk about the financial impact on you and/or your family, how new hires are earning a higher salary than employees who have worked at their job for numerous years, or how administrators receive annual merit salary step increases while support staff don’t. Go to <http://findyourrep.legislature.ca.gov/> to find your state Assemblymember.

Return your letter to your chapter leadership no later than Wednesday, March 20 for distribution at the State Capitol.

*** Remember to hand write or type your letter, insert one or more of the talking points below, and include a personal story.**

[INSERT TODAY’S DATE]

Assemblymember _____
The State Capitol
Sacramento, CA 95814

Dear Assemblymember _____:

I urge you to support AB 369 (Weber) and restore salary steps for CSU support staff that will provide equitable wages and establish parity with other state agencies (a salary step is an incremental merit increase in salary that employees receive for their longevity and job performance).

- Salary steps are not raises. Raises are negotiated at the bargaining table and have nothing to do with an employee’s performance.
- The CSU is the only California state agency that eliminated salary steps for its employees, and is the only state agency that does not provide 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.
- For 20 years, the CSU has been unwilling to reinstate salary steps, despite the failure of the existing salary structure and the inability of employees to earn a fair and equitable wage.
- CSU employee salaries have not progressed through an “open range” salary structure imposed by the CSU to replace salary steps, and multi-year efforts to negotiate a resolution in this equity have been futile. 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 an inversion gap of over \$100 million between the salaries of newly-hired and long-employed CSU support staff.
- The CSU continues to profit from intentionally neglecting its employees, contributing to a multi-billion dollar account held outside of the State Treasury.
- As employee salaries have become marginalized, a 2017 state audit showed CSU management positions grew at twice the rate of support staff, with a half-billion dollars per year total compensation that far outpaced the salary increases of other employees. The audit concluded that the CSU could not “adequately justify the significant increase” in management personnel and their compensation, and that audited CSU campuses “do not adequately oversee their budgets,” which “reduce assurances” that state funds are being spent “efficiently and appropriately.”

To provide equitable wages and establish parity with other state agencies and their employees, please support AB 369 (Weber).

[YOUR FULL NAME and SIGNATURE]
[YOUR JOB TITLE and CAMPUS]
[YOUR FULL HOME ADDRESS]