

AB 369 (Weber)
CSU Employees Salary Steps

SENATE 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. Any copied letters will be discarded by Senate staff. 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 Senator.

Mail your letter c/o Senator _____, The State Capitol, Sacramento CA, 95814. Deadline is Wednesday, June 26.

*** [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]

Senator _____
The State Capitol
Sacramento, CA 95814

Dear Senator _____:

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 all other state agencies. AB 369 has received strong bi-partisan support and was passed by the Assembly by a 69-3 vote.

- AB 369 restores 5% salary steps for CSU support staff (*a salary step is a merit-based incremental movement in a salary range that employees receive for their job performance*). Salary steps are not raises! Raises such as GSIs and COLAs are negotiated at the bargaining table, and have nothing to do with an employee’s performance.
- AB 369 provides parity with the state’s other 233 state agencies and over 210,000 state employees.
- The CSU is the only California state agency which eliminated salary steps for its employees, and is the only state agency that does not provide salary steps for its support staff. However, CSU administrators continue to receive annual salary step increases.
- 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 that had been in place for 50 years. Since then, the CSU has been unwilling to reinstate salary steps, despite the failures 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” structure imposed by the CSU to replace salary steps, and 23 years of efforts by support staff to negotiate a resolution to this inequity have been futile.
- The inability of support staff to move through salary ranges has resulted in new hires, on average, earning over \$780 more a month than existing employees who have worked in the same job classification, at the same campus, for a number of years. This inequity has created a nearly \$110 million inversion gap between the salaries of newly-hired and long-employed CSU support staff, affecting nearly two-thirds of these workers.

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]