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September 20, 2019

To: CSU Support Staff  
Fr: Dr. Assemblymember Shirley Weber  
  
Re: **AB 369 (Weber) Merit Salary Steps**

As you have likely heard, AB 369 has been put on hold this year at the Governor's request. This will give the California State University (CSU) a final opportunity to bargain employee contracts that reinstate merit salary steps for CSU support staff.

While I share in your disappointment that AB 369 is not law, **I want to be very clear that the bill remains very much alive.** We remain one step away from the Governor's desk.

Even though the CSU has been unwilling to do the right thing for decades, we fortunately have a newly-elected Governor who wants to intervene personally on workers' behalf. I believe his engagement is critical to our efforts to succeed.

The CSU is being held accountable. Governor Newsom has agreed to urge the Chancellor to work with us and monitor our contract negotiations. I will also remain vigilant throughout the progress of these negotiations - as will all of you.

As we have for the past two years, we must continue to fight against the injustice of unfair wages. I have no intention of having you fight alone, but we will need to be patient and strategic as we move forward - and move forward we will!

Trust your allies, and strengthen your alliances with other unions and elected representatives. Hold the CSU accountable by demanding they document their claims. Continue your active engagement by using all the tools available to you and support the programs and activities of your union.

Right now, we are in a favorable position for success. AB 369 has overwhelming bipartisan support from my colleagues in the Legislature, the CSU has had several unflattering audits exposing its financial and personnel issues, and, for the first time, a Governor is personally standing with us on this issue. The CSU is on its heels.

As you bargain a new contract, AB 369 will remain an option next year for us to pursue. The fact that our bill is a step away from the Governor's desk will not escape the CSU's notice.

It's time for us to move forward. Know that all of your hard work and patience has brought us to

this point. Now we need to work some more, and exercise a little more patience, to accomplish our goals of fair compensation and fair working conditions.

Onward!

A handwritten signature in black ink, appearing to read 'Shirley N. Weber', with a long horizontal flourish extending to the right.

Shirley N. Weber, Ph.D.  
Assemblymember, 79<sup>th</sup> District