



**ELENI KOUNALAKIS**  
LIEUTENANT GOVERNOR

Wednesday, January 8, 2020

Chancellor Timothy P. White  
California State University Office of the Chancellor  
401 Golden Shore  
Long Beach CA 90802

Dear Chancellor White,

Over the past twelve months as California's Lieutenant Governor I have had the immense privilege of visiting ten of our twenty-three California State University (CSU) campuses. At every campus I have been impressed by the dedication and selflessness of CSU employees and their dedication to the students these institutions serve.

During these visits however, I was dismayed to learn that the CSU is the only state agency that does not provide salary step increases to its over 20,000 member staff. When I meet with CSU employees, I often hear from people who have served the institution for over a decade but have lower salaries than their more recently hired colleagues, a result of a lack of merit steps. These dedicated and skilled employees face ever-increasing living costs and stagnant wages.

I have sincerely enjoyed working with you as a CSU Trustee over the last year and am immensely grateful for your leadership and dedication to our state. I know that you and I, along with the CSU as an institution, share the values of dignity and respect for all. As the CSU begins negotiations with its employees, I encourage the CSU to address this inequality head-on to ensure that we live up to our values.

Sincerely,

A handwritten signature in black ink, appearing to be "Eleni".

AMBASSADOR ELENI KOUNALAKIS (RET.)