



February 9, 2021

Christina Checel
Associate Vice Chancellor of Labor and Employee Relations
The Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802
Dear Vice Chancellor Checel:

Pursuant to provision 20.40 of the CSU-CSUEU Collective Bargaining Agreement, the California State University Employees Union (CSUEU) is invoking the formation of the Working Group on Salary Structure (WGSS).

20.40 The Parties agree to form a Working Group to review salary structure issues during the period of the successor Agreement.

As you know, the CSU is in urgent need of salary reform. More than thirty years have elapsed since the CSU unilaterally halted Merit Salary Adjustments (steps) during the layoffs in 1991-92 and service increases were removed from the collective bargaining agreement. During that time, CSU staff have been hired and permanently kept in the bottom of pay ranges, never to advance to the top.

CSUEU has sought restoration of steps in every bargaining session since then and the CSU has refused every time. As a last resort, we have sought legislative intervention to compel real change. Twice before, the Legislature and the Governors have urged the CSU to correct this damaged system.

Now, seeing the contributions of CSU staff during the pandemic to preserve the operation of the University it is even more imperative that real salary reform take place. Health workers on the front line, custodians sterilizing workplaces, administrative and professional staff teleworking, all deserve recognition for their years of service.

Labor and management have discussed reform in the past to no avail. We do not intend this new committee to meet the same fate. That is why our committee deliberations will take place at the same time as a new steps bill works its way through the Legislature. You are called upon to make real progress as legislators consider whether you are willing partners in reform.

Our Bargaining Team and union staff are ready to meet without delay. We propose meeting bimonthly from now until the fall to describe implementation of the new pay system. In March, we presented our analysis and recommendations for step implementation and we expect to start our progress from there.

Please provide us with the names of your team by the end of the month so our first meetings can start promptly.

Sincerely,

Catherine Hutchinson, President
California State University Employees Union