

AB 1231 (Weber)

CSU Employees Salary Steps

Fact Sheet

- ▶ AB 1231 will restore 5% salary steps for CSU support staff (a salary step is an incremental increase in salary that employees receive for their longevity and job performance).
- ▶ Evidence strongly suggests that the CSU is the only California 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 step to unilaterally eliminate existing employee salary steps.
- ▶ CSU employee salaries have not progressed through an “open range” salary structure imposed by the CSU to replace salary steps, resulting in new hires earning higher salaries than existing employees who have worked in the same classification for years.
- ▶ Caused by this inequity, there exists a \$95.4 million inversion gap between the salaries of newly-hired and long-employed CSU support staff.
- ▶ 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.
- ▶ 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 staff.
- ▶ Salary steps can be paid for through an outside account held by the CSU that had an ending balance of \$1.877 billion in 2017, and has earned over \$300 million in interest payments in the past 10 years.

Support

CSUEU (sponsor), SEIU, Teamsters, CFT, CNA, CFA, AFSCME Local 3299, UPTA

Opposition

California State University