

Tentative Agreement Reached with CSU First Raises in Three Years Retroactive to July 1st

The CSU Employees Union, SEIU Local 2579, is pleased to announce that we have reached a tentative agreement with the CSU on wages and benefits for fiscal year 2005/06. Funding for the Tentative Agreement (TA) is consistent with the overall compensation package of 3.5% that has been used by the Chancellor's Office for all of the settlements reached with other unions so far. CSUEU was told that the 3.5% package included ½% for market salary adjustments. The TA provides for a general salary increase of 2.075% and a service salary increase of 2%. In addition, market salary adjustments of an additional 1% to 5% will be provided to approximately 3,000 employees in specified classifications. This means that approximately 85% of the employees represented by CSUEU will receive a 4.075% (or greater) adjustment to their base pay during fiscal year 2005/06. Those employees with satisfactory performance who are at or above the Service Salary Maximum will receive a bonus of \$400, to be paid on December 1, 2005.

Over the past few years, members made it clear that our wages have not kept pace with inflation, that they cannot move through the open ranges, and that many salaries lag those paid similar job classifications in comparable agencies. CSUEU officers have presented these concerns to the CSU Board of Trustees at numerous meetings. Vice Chancellor Jackie McClain reported to us that "our members made a strong case at the Board meeting for some classes being significantly below market" and as a result of the union's actions, the Board of Trustees "added the equivalent of one-half percent to the compensation pool to address such issues." McClain also told us that they "did not have (the) latitude to make the .5 (designated for market salary adjustments) a GSI."

Highlights of the Tentative Agreement that CSUEU reached with the CSU are as follows:

- * General Salary Increase of 2.075%, retroactive to July 1, 2005.
- * Service Salary Increase of 2% for eligible employees, to be paid on an employee's anniversary date.
- * Employees with satisfactory performance who are not eligible for SSI will receive \$400 bonuses, to be paid on December 1.
- * Market Salary Adjustments for specified classifications, effective January 1, 2006.
- * Bonus of 4% of gross salary, to be paid on December 1, for custodians and lead custodians who work *less than four hours* between 6 P.M. and 6 A.M. and are *not* eligible for shift differential.
- * Maintenance of 100/90 formula for medical benefits.
- * There will be no parking fee increases for CSUEU-represented employees in FY 2005/06. CSU attempted to double or triple parking fees on many campuses, but your bargaining team insisted no parking fee increases.
- * No Discretionary Merit Pay in FY 2005/2006.
- * \$500 rural healthcare subsidy for eligible employees in PERS-designated zipcodes without access to HMOs for fiscal year 2005/2006.

There are many other improvements to the contract. Full details will be provided in the ratification packets being mailed to employees and will also be posted on the CSUEU website. Contract Ratification Ballots will be sent to both members and fee-payers next week. Your vote will count only if you are a CSUEU member. If you are a non-member/fee payer and wish to vote in favor of or in opposition to the Tentative Agreement, you must send a signed membership application with your ballot in the return envelope provided. The deadline for the receipt of ballots will be Monday, October 24, 2005. Your bargaining team will be available to attend chapter meetings throughout the state to provide more information and to answer your questions.