

## Resolution in Support of Reinstating Merit Salary Steps for CSU Staff

Date: April 30, 2020

**WHEREAS**, the San Diego State University Senate has a history of resolutions supporting campus students, faculty and staff; and

**WHEREAS**, the CSU halted merit salary steps for support staff in 1996; and

**WHEREAS**, California State University staff are the only staff employees of the state of California that do not receive merit salary step increases; and

**WHEREAS**, merit salary step increases are based on acceptable levels of performance and longevity; and

**WHEREAS**, without merit salary step increases, San Diego State University staff often suffer from salary inversion leaving many long serving staff to be paid less than newly hired staff which results in low morale and high turnover; and

**WHEREAS**, in 2019, Assembly Bill 369 authored by Assemblywoman Weber, which would have provided annual merit salary intermediate step adjustments for CSU support staff employees meeting satisfactory performance standards, moved through the legislature with bipartisan support; and

**WHEREAS**, Governor Newsom did not sign Assembly Bill 369 (Weber) into law in order to provide the CSU the opportunity to reinstate the merit salary step increases willingly as asked for in his letter to Chancellor White on November 5<sup>th</sup>, 2019; and

**WHEREAS**, the recent COVID-19 pandemic has reinforced the importance of our support staff for continued operations; therefore be it

**RESOLVED**, that the San Diego State University Senate recognizes and condemns this failure of social justice and equity within the California State University system; and be it further

**RESOLVED**, that the San Diego State University Senate supports the reinstatement of merit salary steps for California State University staff; and be it further

**RESOLVED**, that the San Diego State University Senate strongly encourages the California State University Chancellor's contract bargaining team to reinstate equitable merit salary steps for staff; and be it further

**RESOLVED**, that the San Diego State University Senate encourages and supports the CSUEU and all other staff union bargaining teams as they enter contract negotiations; and be it further

**RESOLVED**, that the San Diego State University Senate forward this resolution to the President of San Diego State University, the Chair of the CSU Academic Senate, the Chancellor of the CSU, the President of the California State University Employee Union, the President of the Union of American Physicians and Dentists, the President of the Academic Professionals of California, the President of the Teamsters Local 2010, the President of the Statewide University Police Association, the CSU Board of Trustees, and the CSU Campus Senates.

### Supported by:

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