Date: April 30, 2012  
To: Human Resources Officers  
Payroll Managers  
From: Evelyn Nazario  
Assistant Vice Chancellor  
Human Resources Management  
Subject: Salary Program Provisions for CSUEU (Units 2, 5, 7 & 9) Employees Effective March 20, 2012 through June 30, 2014

### Overview

**Audience:** Human Resources Officers, Payroll Managers and/or campus designee(s) responsible for payroll processing  
**Action Item:** Implement new salary provisions effective March 20, 2012  
**Affected Employee Group(s)/Unit(s):** CSUEU (Units 2, 5, 7, & 9) Employees

### Summary

This Technical Letter provides information regarding salary program provisions pursuant to the agreement reached between the California State University (CSU) and the California State University Employees’ Union (CSUEU), effective March 20, 2012 through June 30, 2014.  

The above-identified audience should review the remainder of this Technical Letter in its entirety.

The Board of Trustees ratified the Collective Bargaining Agreement (CBA) between the California State University (CSU) and the California State University Employees’ Union (CSUEU) which covers the period March 20, 2012 through June 30, 2014. Salary program provisions are provided as follows:

#### Salary Program Changes:
- Provision 20.10 - 20.x3, Shift Differential  
- Provision 20.26 - 20.35, Service Salary Increase  
- Provision 20.40 (b) and (c), In-Range Progression

### Detailed Program Information:

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Shift Differential:
Pursuant to Article 20 of the CBA, an eligible employee who is assigned by the appropriate administrator to work and works a shift that is eligible for shift differential shall receive the appropriate shift differential. The eligible employee does not have to be “regularly assigned” to work that shift. Also, employees regularly assigned by the appropriate administrator to work a shift eligible for shift differential shall receive the shift differential while on vacation, sick leave, holidays, and other paid time off.

Service Salary Increase
Pursuant to Article 20 of the CBA, the Service Salary Increase (SSI) provision has been eliminated. As a result, the requirement to maintain anniversary dates for SSI program purposes is no longer needed. The “anniversary date” field will remain status quo until advised otherwise. SSI maximums will be eliminated from affected CSUEU classifications in the CSU Salary Schedule as announced in a forthcoming Pay Letter communication.

In-Range Progression
Pursuant to Article 20 of the CBA, “out-of-classification work that does not warrant reclassification” and “increased workload” have been added to the list of reasons for granting an in-range progression increase. Also, where an employee has been notified in writing that the employee’s in-range progression was denied solely due to a lack of funds, upon the employee’s request, the employee’s in-range progression application shall be re-evaluated in the following fiscal year.

Please direct questions regarding this technical letter as follows:
- PIMS processing instructions: CSU Audits representative at the SCO
- CMS Baseline processing instructions: CMS liaison for Systemwide HRM at (562)951-4418
- Collective bargaining aspects: Labor Relations at (562)951-4400
- All other questions: Human Resources Management at (562)951-4411

For processing instructions and general information on all salary programs, refer to Human Resources Salary Program Web site at: http://www.calstate.edu/hradm/salaryprogram/index.shtml

This document is available on the Human Resources Management’s Web site at: https://www.calstate.edu/HRAdm/memos.shtml

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