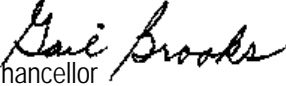


Date: June 08, 2007 Code: TECHNICAL LETTER
HR/Salary 2007-01
Supplement #4

To: Human Resources Directors
Payroll Managers

From: Gail Brooks 
Associate Vice Chancellor
Human Resources

Subject: 2006/07 One-Time Service Salary Increase Bonus for CSUEU (Units 2, 5, 7, and 9) Employees

The California State University (CSU) reached a supplemental agreement with the California State University Employees' Union (CSUEU) that affects implementation of the One-Time Service Salary Increase (SSI) Bonus pursuant to Article 20.27.

It is agreed that the employees who were ineligible for the SSI bonus on July 1, 2006 because their salaries were below the SSI maximum, and were ineligible for an SSI on their anniversary date in fiscal year 2006/07 as a result of the GSI and Market Salary Increase, should receive the SSI bonus. If the employee has already received this One-Time SSI Bonus or an SSI during fiscal year 2006/2007, the employee is not eligible for an additional SSI bonus. A copy of the supplemental agreement is attached.

The following processing instructions are provided in Attachment A:

⇒ Bonus/Additional Pay Programs I – One-Time \$1,588 SSI Bonus

Questions regarding this technical letter may be directed to Human Resources Administration at (562) 951-4411. This document is available on Human Resources Administration's Web site at:
<http://www.calstate.edu/HRAdm/memos.shtml>.

GB/aj
Attachment

Distribution:

CSU Presidents
Vice Chancellor, Human Resources
Vice Presidents, Administration
Vice Presidents, Academic Affairs
Vice Presidents, University Advancement
Vice Presidents, Student Administration

Associate Vice Presidents/Deans of Faculty
Budget Directors
Plant Directors
Student Health Center Directors
HR Professionals

PROCESSING INSTRUCTIONS

BONUS/ADDITIONAL PAY PROGRAMS
I – One-Time \$1,588 SSI Bonus

PIP PROCESSING INFORMATION:	
Processing Responsibility:	Campus
Processing Date(s):	<u>Must be paid by 06/30/07</u>
Earnings ID:	GV
Amount:	\$1,588
Subject to Retirement Withholdings:	No
Taxable/Reportable:	Yes
Subject to Medicare/Social Security:	Yes
Included in Calculation for Overtime:	Yes, for the pay period in which the bonus was paid only.
Included in the Calculation for NDI/IDL Payments:	No
Additional Information:	<ul style="list-style-type: none"> • If an employee's salary was below the SSI maximum effective 07/01/06, and • The employee's salary was above the SSI maximum effective 08/02/06 after receiving the GSI and Market Salary Adjustment, and • The employee meets all eligibility requirements for the SSI Bonus, and • The employee did not receive a full 1.0% SSI for Fiscal Year 2006/2007; then • The employee is eligible to receive the One-Time \$1,588 SSI Bonus.

CMS BASELINE PROCESSING INFORMATION:	
Workforce Administration:	N/A
Temporary Faculty:	N/A
Benefits:	N/A
Time and Labor:	<ul style="list-style-type: none"> • Earnings ID: GV <ul style="list-style-type: none"> ▪ Process via Additional Pay ▪ Amount: \$1,588 as indicated above ▪ Use processing period referenced above
Leave Accounting:	N/A
Absence Management:	N/A
Labor Cost Distribution:	
Additional Instructions:	

CSU The California State University
OFFICE OF THE CHANCELLOR

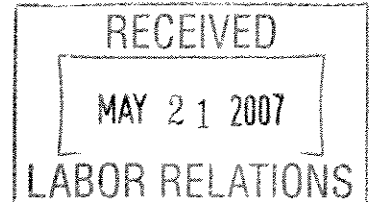
HUMAN RESOURCES

Labor Relations

401 Golden Shore, 4th Floor, Long Beach, CA 90802-4210
562-951-4400 / Fax 562-951-4890

www.calstate.edu

Sharyn Abernatha
Labor Relations Manager
sabernatha@calstate.edu



May 7, 2007

Mr. Teven Laxer
Senior Labor Relations Representative
California State University Employees Union
1129 10th Street
Sacramento, CA 95814

Re: SSI Eligibility

Dear Mr. Laxer:

This is to confirm our discussion regarding SSI Eligibility under the terms of the 2007 – 2009 collective bargaining agreement.

CONTRACT:

Provisions 20.26 - 20.35 state the guidelines for issuing an SSI to probationary, permanent and temporary employees who are below the SSI maximum on their Anniversary Date, provided they have satisfactory performance.

Provision 20.27 provides for a bonus for eligible employees who were at or above the SSI maximum on July 1, 2006.

SSI maximums were increased by 8.324% on July 1, 2006. (Provision 20.4)

Employees received a GSI of 3% and a market increase of .324% effective with the August 2006 pay period. (Provisions 20.4 and 20.7)

CSU Campuses
Bakersfield
Channel Islands
Chico
Dominguez Hills
East Bay

Fresno
Fullerton
Humboldt
Long Beach
Los Angeles
Maritime Academy

Monterey Bay
Northridge
Pomona
Sacramento
San Bernardino
San Diego

San Francisco
San Jose
San Luis Obispo
San Marcos
Sonoma
Stanislaus

Mr. Teven Laxer

May 7, 2007

Page 2 of 2

ISSUE:

Some employees who were over the old SSI maximum were under the new SSI maximum as of July 1, 2006 and, therefore, not eligible for the SSI bonus. However, after receiving their GSI and Market Salary Increases, they were over the new SSI maximum and, thus, not eligible for an SSI on their anniversary date.

Example:

SSI Max 6/30/06	\$3381
Salary 7/1/06	\$3654
SSI Max 7/1/06	\$3662
Set Anniversary Date to 04/01/07	
Salary After GSI and Market	
Increases (8/2/06)	\$3775
SSI Max 8/2/06	\$3662

AGREEMENT:

It is agreed that the employees who were ineligible for the SSI bonus on July 1, 2006 because their salaries were below the SSI maximum and were ineligible for an SSI on their anniversary date in fiscal year 2006-07 as a result of the GSI and Market Salary Increase should receive the bonus. Please sign below to indicate your concurrence.

Sincerely,



Sharyn Abernatha
Senior Labor Relations Manager

Concurrence:



Teven Laxer
Senior Labor Relations Representative