

# THE CALIFORNIA STATE UNIVERSITY

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OFFICE OF THE CHANCELLOR  
TELEPHONE: (310) 985-0000

TELEFAX: (310) 985-2504

October 6, 1995

Mr. Gerie Bledsoe  
General Manager  
California Faculty Association  
5933 West Century Blvd., Suite 216  
Los Angeles, California 90045-5471

Dear Gerie:

Re: Service Salary Increase Eligibility Pursuant to Provision 31.43

This letter serves to document our understanding regarding the most recent change to provision 31.43 of the Agreement between the parties, which establishes service increase maxima for each instructional rank, beyond which movement may occur only through the award of performance pay increases.

First, the intent of this change is that the faculty that are eligible for Service Salary Increases under the new contract are limited to those faculty who were eligible for MSAs under the expiring Agreement. There was no intent to grant Service Salary Increase eligibility to faculty who were not eligible for an MSA under the expiring Agreement. Second, these Service Salary Increase maxima are also applicable to all other analogous unit 3 salary schedules, like those for DMD and lecturer faculty.

Please contact me if this does not accurately reflect our understanding.

Sincerely,

A handwritten signature in dark ink, appearing to read "S. Strafacci", is written over the word "Sincerely,".

Samuel A. Strafacci  
Senior Director  
Employee Relations