

THE CALIFORNIA STATE UNIVERSITY  
Office of the Chancellor  
401 Golden Shore, 4<sup>th</sup> Floor  
Long Beach, California 90802-4210  
(562) 951-4411

**Date:** July 15, 2002 **Code:** TECHNICAL LETTER  
HR/Salary 2002-13  
**To:** Marjo Crowley  
Human Resources Director  
California Maritime Academy  
**From:** Cathy Robinson, Senior Director  
Human Resources Administration  
*Cathy Robinson*  
**Subject:** 2002/03 Salary Program for International Union of Operating Engineers (Unit 10) Employees

The California State University (CSU) signed a side agreement with the International Union of Operating Engineers (IUOE) to modify the salary provisions of the collective bargaining agreement for fiscal year 2002/03 only. The terms of this agreement are as follows:

❖ **Salary Programs:**

- 1.62% General Salary Increase (GSI) effective July 1, 2002
- Performance-Based Salary Increase (PBSI) from campus funds

**Detailed Program Information for Salary Provisions**

To help your campus process actions, processing instructions are provided in Attachment A and include information on pay scales, employment history (PIMS) and payroll impact as well as CMS PeopleSoft baseline impact for Administer Workforce. For campus convenience, program information and processing instructions for new and on-going salary provisions are provided on Human Resources web site at: <http://www.calstate.edu/HRAdm/SalaryProgram/index.shtml>. Information for new salary provisions is provided below:

❖ **General Salary Increase (GSI) Program:**

- Effective July 1, 2002, a 1.62% GSI will be applied to individual salary rates of all Unit 10 employees.
- The Journey Rate of all Unit 10 classifications will be increased by 1.62%. New Minimum Rates will be 3.5% below the corresponding Journey Rate. New Performance Maximum Rates will be 20% higher than the corresponding Journey Rate.

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**Distribution:**

President Eisenhardt  
Vice Chancellor McClain  
Director, SOSS  
Payroll Manager

The following processing instruction is provided in Attachment A:

- Salary Increase Programs: I – General Salary Increase

❖ **Performance-Based Salary Increase (PBSI):**

- No systemwide funds are allocated for the PBSI program for this fiscal year.
- PBSIs from campus funds can be awarded at any time.
- PBSIs are in the form of a base salary increase or a one-time bonus for employees who have reached the maximum rate of the salary range of the classification.

The following processing instructions are provided in Attachment A:

- Salary Increase Programs: II – Performance-Based Salary Increase
- Bonus/Additional Pay Programs: I – Performance Bonus

Please note the employees on Military Leave receiving Military Difference in Pay CSU salary supplement should have the difference between the CSU salary and the military pay recalculated based on the employee's new salary rate, pursuant to CSU policy.

For your reference, a copy of the side agreement is provided in Attachment B. Questions regarding this technical letter should be directed to Human Resources Administration at (562) 951-4411. This technical letter is available on Human Resources' web page at: <http://www.calstate.edu/HRAdm/memos.shtml>.

CR/gc

**TECHNICAL LETTER**  
**HR/Salary 2002-13**  
**ATTACHMENT A**

<b>PROCESSING INSTRUCTIONS</b>
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**SALARY INCREASE PROGRAMS**  
**I - General Salary Increase**

<b>PAY SCALES IMPACT:</b>	
Change Summary:	Increase the Journey Rate by 1.62%. The minimums are 3.5% less than the Journey Rate. The maximums are 20% higher than the Journey Rate.
Class Code(s):	All Unit 10 classifications
CBID:	R10
Pay Scales Effective Date:	07/01/02
Date in Production:	07/20/02
Pay Letter:	2002-04

<b>EMPLOYMENT HISTORY (EH)/PAYROLL IMPACT:</b>	
Processing Responsibility:	Campus
Processing Date(s):	Beginning 07/22/02
Effective Date:	07/01/02
PIMS Transaction:	GEN
Detailed Transaction Code (Item 719)	N/A
EH Remarks (Item 215)	HR/SA 2002-13
Pay Amount:	1.62%
Pay Form:	Base salary increase
Lump Sum Earnings ID:	N/A
Employees on Leave:	<ul style="list-style-type: none"> <li>• Increases are effective 07/01/02 for employees on NDI supplementing with Catastrophic Leave (S49 Transaction, Item 957= 40) on 07/01/02.</li> <li>• Increases for other employees on leave (non-pay status) are to be keyed by the campus via GEN Transaction, effective the date the employee returns to pay status.</li> </ul>
Additional Information:	<ul style="list-style-type: none"> <li>• All employees who are active as of 07/01/02 will receive the GSI via GEN Transaction.</li> </ul>
SCO Personnel Letter:	<a href="http://www.sco.ca.gov/ppsd/scoltrs/">http://www.sco.ca.gov/ppsd/scoltrs/</a>

<b>COMMON MANAGEMENT SYSTEMS (CMS) INSTRUCTIONS:</b>	
Pay Scales Impact:	Salary Schedule Load provided by HR-ISA to SOSS on 07/15/02.
GSI/SSI Load Impact:	N/A
Action/Reason:	Pay Rate Change/General Salary Increase (Pay Rt Chg/GSI)
Baseline Instructions:	<a href="http://www.calstate.edu/hrpims/awppm/awppm.htm">http://www.calstate.edu/hrpims/awppm/awppm.htm</a>

**TECHNICAL LETTER  
HR/Salary 2002-13  
ATTACHMENT A**

<b>PROCESSING INSTRUCTIONS</b>
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**SALARY INCREASE PROGRAMS  
II - Performance-Based Salary Increase**

<b>PAY SCALES IMPACT:</b>	
Change Summary:	N/A
Class Code(s):	N/A
CBID:	N/A
Pay Scales Effective Date:	N/A
Date in Production:	N/A
Pay Letter:	N/A

<b>EMPLOYMENT HISTORY (EH)/PAYROLL IMPACT:</b>	
Processing Responsibility:	Campus
Processing Date(s):	At the discretion of the President.
Effective Date:	At the discretion of the President; however, the effective date must be at the beginning of a pay period.
PIMS Transaction:	SCR
Detailed Transaction Code (Item 719)	50
EH Remarks (Item 215)	N/A
Pay Amount:	At the discretion of the President, not to exceed range maximum.
Pay Form:	Base salary increase. Lump sum bonus is allowed if the employee is at the maximum of the salary range.
Lump Sum Earnings ID:	“SF” – For non-exempt employees Refer to Bonus/Additional Pay Processing Instructions
Employees on Leave:	<ul style="list-style-type: none"> <li>• Increases are effective 07/01/02 for employees on NDI supplementing with Catastrophic Leave (S49 Transaction, Item 957= 40) on 07/01/02.</li> <li>• Increases for other employees on leave (non-pay status) are to be keyed by the campus via a SCR Transaction, effective the date the employee returns to pay status.</li> </ul>
Additional Information:	Refer to Article 24 of the collective bargaining agreement.
SCO Personnel Letter:	<a href="http://www.sco.ca.gov/ppsd/scoltrs/">http://www.sco.ca.gov/ppsd/scoltrs/</a>

<b>COMMON MANAGEMENT SYSTEMS (CMS) INSTRUCTIONS:</b>	
Pay Scales Impact:	N/A
GSI/SSI Load Impact:	N/A
CMS Action/Reason:	Pay Rate Change/ Merit/Perf Increase (Pay Rt Chg/MER)
CMS Baseline Instructions:	<a href="http://www.calstate.edu/hrpims/awppm/awppm.htm">http://www.calstate.edu/hrpims/awppm/awppm.htm</a>

**TECHNICAL LETTER  
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ATTACHMENT A**

**PROCESSING INSTRUCTIONS**

**BONUS/ADDITIONAL PAY PROGRAMS**

**I - Performance Bonus**

<b>PIP PROCESSING INFORMATION:</b>	
Processing Responsibility:	Campus
Processing Date(s):	At the discretion of the President.
Earnings ID:	"SF"
Amount:	At the discretion of the President.
Subject to PERS Withholdings:	Yes
Taxable/Reportable:	Yes
Subject to Medicare/Social Security	Yes
Subject to FLSA Regulations:	Yes
Included in the Calculation for NDI/IDL Payments:	No
Funding Source:	Campus
Pool Supplemented by Campus:	N/A
Additional Information:	Refer to Article 24 of the collective bargaining agreement.

**Mutual Modification of the Collective Bargaining Agreement  
Between  
The Board of Trustees of the California State University  
And the  
International Union of Operating Engineers, Local 39  
July 1, 2001 - June 30, 2004**

Notwithstanding any other provisions of the parties' Agreement, the parties mutually agree to modify the Agreement as follows:

In accordance with provision 24.16 of the parties' Agreement, a 1.62% General Salary Increase shall be provided effective July 1, 2002, whether or not the Final CSU FY2002/03 Budget has been signed into law as of that date.

THE CALIFORNIA STATE UNIVERSITY

By: Sharyn Abemath 6/17/02

INTERNATIONAL UNION OF OPERATING ENGINEERS  
Local 39, AFL-CIO

By: Paul M. C. [Signature] 6/18/02