Effective July 1, 1995, changes to the CSU salary schedule for the International Union of Operating Engineers are in order based upon the collective bargaining agreement ratified by the Board of Trustees in July 1995. Pursuant to Article 24.2, the CSU payscales have been modified to reflect for each classification and salary range, a "Minimum", "Journey Level Service Maximum", and "Performance Maximum" salary rate. The range between the "Minimum", "Journey Level Service Maximum" and "Performance Maximum" salary rates is an "open range" with no incremental salary steps.

For each classification and range, the July 1, 1995 rates have been established as follows:

- "Minimum" - First, the June 30, 1995 minimum rates for classifications with more than one rate were increased by 2.5% and then those rates were further increased by applying a 1.75% General Salary Increase (GSI).

- "Journey Level Service Maximum" - The June 30, 1995 maximum rates for all bargaining unit classifications were increased by a 1.75% GSI. (The "Journey Level Service Maximum" is the maximum rate for Service-based Salary Increases.)

- "Performance Maximum" - These new rates have been established at ten percent (10%) higher than the "Journey Level Service Maximum" rates.
The Maritime Academy is responsible for processing a 1.75% GSI for each employee, effective July 1, 1995.

**Shift Differential Rates**

Pursuant to Articles 24.6 - 24.31, employees (except CMA Stationary Engineers and Chief Engineers) who work four or more hours in the swing shift (including the hours between 6:00 p.m. and midnight) shall be paid a shift differential of forty (.40) cents per hour for the entire shift. CMA Stationary Engineers and Chief Engineers who work four or more hours in the swing shift shall be paid a shift differential of ninety (.90) cents per hour for the entire shift.

Employees (except CMA Stationary Engineers and Chief Engineers) who work four or more hours in the graveyard shift (including the hours between midnight and 6:00 a.m.) shall be paid a shift differential of fifty (.50) cents per hour for the entire shift. CMA Stationary Engineers and Chief Engineers who work four or more hours in the swing shift shall be paid a shift differential of one dollar ($1.00) per hour for the entire shift.

**Six Month Salary Increase Correction**

No classification within the bargaining unit is eligible to receive an automatic six month salary increase. Accordingly, corrections to the CSU salary schedule have been made for the following classifications:

<table>
<thead>
<tr>
<th>Class Code</th>
<th>Job Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>0330</td>
<td>CMA Able Seaman</td>
</tr>
<tr>
<td>0331</td>
<td>CMA Automotive Equipment Operator</td>
</tr>
<tr>
<td>0334</td>
<td>CMA Groundskeeper</td>
</tr>
<tr>
<td>0345</td>
<td>CMA Warehouse Worker</td>
</tr>
</tbody>
</table>
Several new classifications for this bargaining unit are being developed in accordance with the collective bargaining agreement and will be provided when available. Hardcopies of the CSU Salary Schedule sections affected by this Pay Letter will be distributed as soon as the new classifications are available.

Salary schedule information is currently available to the campuses through CIRS. If you have any questions regarding changes to the CSU Salary Schedule, please contact Theresa Hines by calling (310) 985-2674.

CATHY ROBINSON, DIRECTOR
HUMAN RESOURCES ADMINISTRATION

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