

## **SIDE LETTER OF AGREEMENT # 2**

### **REOPENER ON SALARY STRUCTURE AND MOVEMENT THROUGH RANGES**

January 13, 2012

The California State University (CSU) and the California State University Employees Union (CSUEU) acknowledge the following:

1. During 2007/2009 contract negotiations, there were long discussions about the CSU's compensation and classification structure and the movement of employees through open salary ranges.
2. No resolutions on these complex issues were reached and the parties agreed to convene a Labor Management Committee (LMC) on Long-Term Compensation.
3. The LMC on Long-Term Compensation met between 2009 and 2011 and issued a report and recommendations on February 23, 2011.
4. On July 15, 2011, CSUEU and CSU agreed to a Side Letter which addressed four of the LMC's recommendations, which are:
  - a. The CSU shall communicate the importance of maintaining accurate and up-to-date position descriptions. Accurate position descriptions are critical to properly classify positions because positions are classified based upon the level at which the majority of duties are performed.
  - b. The CSU shall reevaluate skill levels within career bands, including the possible break up of career skill levels.
  - c. The CSU shall review the Administrative Support and the Administrative Analyst/Specialists series to more clearly differentiate the levels and classifications.
  - d. The CSU shall continue to expedite the classification series implementation and/or revision process.

CSUEU and CSU hereby agree that should the parties engage in FY 2012/13 Reopener Bargaining, the parties will conduct negotiations regarding salary structure and movement through salary ranges. Such negotiations will begin the process of addressing the issues raised by the Labor Management Committee on Long-Term Compensation.