

LABOR AND EMPLOYEE RELATIONS



COMMUNIQUÉ

OCTOBER 12, 2023

CSU AND CSUEU REACH HISTORIC AGREEMENT ON THREE-YEAR SALARY DEAL

The California State University (CSU) and the California State University Employees Union (CSUEU) reached a “tentative agreement” on October 11 that provides multiple General Salary Increases (GSI) and reintroduces a salary step structure for its 16,000 members systemwide. CSUEU represents support staff covering academics and operations across the university system, such as information technology, healthcare, clerical, administrative and academic support, campus operations, grounds and custodial. The parties had been engaged in “reopener bargaining” over salaries since February.

The agreement is for three years, covering the period from July 1, 2023 through June 30, 2026, and includes a 10% increase over the first two years (a 5% GSI in year one and a 5% GSI in year two).

In year three (FY 2025/26), a salary step structure will be implemented for all employees represented by the CSUEU. The new step structure will contain 20 steps for most job classifications, with step advancements compensated at a 2% increase per step. Employees will be placed on a step that reflects their length of service in their classification at their current work location. Salary increases in years two and three are contingent on full funding from the State.

This historic agreement, combined with the 7% salary increase that went into effect on July 1, 2022 for CSUEU members, addresses the market lag documented in the staff salary study conducted by Mercer Consulting. The Mercer Study, completed in April 2022, evaluated CSU’s staff salary structure along with other salary issues (e.g., inversion, compression and stagnation) and then developed recommendations.

The agreement still needs to be ratified by both the CSUEU membership and the CSU Board of Trustees. CSUEU will hold a ratification vote in the coming weeks and the agreement will be brought to the CSU Board of Trustees for approval at its next meeting scheduled for November 7-8.

To read the tentative agreement and prior bargaining updates, visit the [Labor and Employee Relations website](#).