

LABOR AND EMPLOYEE RELATIONS



COMMUNIQUÉ

OCTOBER 25, 2023

CSU REACHES AGREEMENT WITH TWO ADDITIONAL UNIONS: APC AND IUOE

The California State University (CSU) has reached a “tentative agreement” with the Academic Professionals of California (APC) and the International Union of Operating Engineers, Local 39 (IUOE). APC represents approximately 3,500 employees across the university system who provide student services, including financial aid and advising. IUOE represents employees in the building trades at CSU Maritime Academy. The parties had been engaged in “reopener bargaining” over salaries since the early spring.

The tentative agreement with APC 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% general salary increase in year one and a 5% general salary increase in year two). In year three (FY 2025/26), a salary step structure – containing 20 steps – will be implemented for these bargaining unit employees. Employees will be placed onto the step structure that considers 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.

The tentative agreement with IUOE would provide a 5% general salary increase for FY 2023/24, retroactive to July 1, 2023. The parties will engage in “full bargaining” for a successor contract that would go into effect on July 1, 2024.

These agreements need to be ratified by the union members and will be brought to the CSU Board of Trustees for approval at its next meeting scheduled for November 7-8 along with the tentative agreements the CSU negotiated with the California State University Employees Union (CSUEU), the United Auto Workers (UAW), and the Statewide University Police Association (SUPA).

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