

**Subject:** CSUEU: Clarification of Sundial Article  
**From:** Claudia Garcia <cgarcia@csun.edu>  
**Date:** Fri, 22 Feb 2008 16:50:21 -0800  
**To:** CSU Employees Union <csueu@csun.edu>

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In the February 20, 2008 edition of the Sundial, an article was published entitled "CSU, union agree to pay raise terms." (URL located at the bottom of this email.) I would like to clarify some of the items that were published and which have caused some confusion.

#### **EXCERPT #1**

**"After months of negotiating, California State University and the CSU Employees Union have reached an agreement that will allow union members to apply for a .25 percent raise every 12 months."**

The underlined portion of the above excerpt is not exactly correct. What this 0.25% is referring to is the percentage that we (CSUEU & CSU) were in impasse over late last year. In Bargaining, it was decided that this 0.25% (which amounts to about \$1.6 million), should be used to augment the funds that each campus should already have for In-Range Progressions (IRPs) (see definition in Article 20.40a below). These funds (approx. \$1.6 million) were divided and allocated amongst the 23 campuses on a pro rata basis and are to be used only for Bargaining Unit 2, 5, 7 & 9 employees. More information on this IRP fund and its implementation may be found in Contract Negotiations News #8 (<http://www.csueu.org/Portals/0/Docs/2008BarqNews/20080123-News8.pdf>).

Another issue with the underlined statement is that it states that "union members" are the ones who can apply for these funds. This is incorrect. Both Fee Payers and Dues Members are eligible to apply for an IRP.

#### **EXCERPT #2**

**"The agreement, which was signed on Jan. 23 at the Board of Trustees meeting, indicates that an employee who applies to receive a quarter of a percent raise from an instate-wide progression fund must submit an application. The board members then have 90 days to evaluate and determine the eligibility for the pay increase."**

There are two items that I would like to address about this statement. The first item is the percentage amount that represented-employees are applying for with an IRP. If you should apply for an IRP, ***it is not for the 0.25%*** mentioned in Excerpt #1 and Excerpt #2. According to Article 20.40a of the 2007-2009 Collective Bargaining Agreement aka "Contract" ([http://www.csun.edu/csueu/pdf/documents/2007-2009\\_Contract-Full.pdf](http://www.csun.edu/csueu/pdf/documents/2007-2009_Contract-Full.pdf)), you would get **a minimum of 3%** (there is no defined maximum in our CBA) if your IRP should be approved.

**Article 20.40 a.** *An increase within a salary range for a single classification or within a subrange of a classification with skill levels is referred to as an In-Range Progression. When the President, the President's designee, or appropriate administrator determines that an in-range progression should occur, **the salary shall increase by at least three percent (3.0%).***

The second item that I would like to address is who does the review of the IRP applications. When I read the Sundial article, it appears to say that the Board of Trustees reviews an individual's application. This is incorrect. There are staff members at each campus who review the applications and determine whether the IRP is approved or denied.

I hope that this email has provided clarification on any questions that may have arisen from this article.

If you should still have any additional questions, please email [csueu@csun.edu](mailto:csueu@csun.edu) or call and leave a message at x3750.

Sincerely,

Claudia Garcia, President  
Chapter 312: Northridge  
CSUEU  
x3750

(This article may be found online at <http://media.sundial.csun.edu/media/storage/paper862/news/2008/02/20/News/Csu-Union.Agree.To.Pay.Raise.Terms-3221284.shtml?refeature=htmlmailedition>)

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