

Resolution Number: RS20-401

April, 2020

Whereas:

RATIONALE: 2020 is a contract bargaining year for CSU staff. Efforts to reinstate merit salary steps for staff via state law have paused in recognition of the contract negotiations. This resolution supports the reinstatement of those merit salary steps for staff and encourages the Chancellor's bargaining team reinstate them willingly at an equitable rate.

Whereas:

the San Francisco State University Academic Senate has a history of resolutions supporting faculty salaries including RS97-152, RF98-161, RS01-178, and RS01-180; and

Whereas:

the CSU halted merit salary steps for support staff in 1996;
and

Whereas:

California State University staff are the only staff employees of the state of California that do not receive merit salary step increases; and

Whereas:

merit salary step increases are based on acceptable levels of performance and longevity;
and

Whereas:

without merit salary step increases, San Francisco State University staff often suffer from salary inversion leaving many long serving staff to be paid less than newly hired staff which results in low morale and high turnover; and

Whereas:

in 2019, Assembly Bill 369 authored by Assemblywoman Weber, which would have provided annual merit salary intermediate step adjustments for CSU support staff employees meeting satisfactory performance standards, moved through the legislature with bipartisan support; and

Whereas:

Governor Newsome did not sign Assembly Bill 369 (Weber) into law in order to provide the CSU the opportunity to reinstate the merit salary step increases willingly as asked for in his letter to Chancellor White on November 5th, 2019; and

Whereas:

the recent COVID-19 pandemic has reinforced the importance of our support staff for continued operations; therefore be it

Resolved:

that the San Francisco State University Academic Senate recognizes and condemns this failure of social justice and equity within the California State University system; and be it further

Resolved:

that the San Francisco State University Academic Senate supports the reinstatement of merit salary steps for California State University staff; and be it further

Resolved:

that the San Francisco State University Academic Senate strongly encourage the California State University Chancellor's contract bargaining team to reinstate equitable merit salary steps for staff; and be it further

Resolved:

that the San Francisco State University Academic Senate encourages and supports the CSUEU bargaining team as they enter contract negotiations; and be it further

Resolved:

that San Francisco State University Academic Senate forward this resolution to the President of San Francisco State University, the Chair of the CSU Academic Senate, the Chancellor of the CSU, the President of the California State University Employee Union, the CSU Board of Trustees, and the CSU Campus Senates.
