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February 19, 2020

Cpl. Jeff Solomon
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Corporal Solomon,

I wanted to reach out to you regarding the upcoming expiration of the current SUPA contract with the CSU. As I am sure you are aware, the Factfinding report was issued on February 12th, 2020. Our most recent extension of the contract calls for the expiration of the CBA to occur ten (10) days after the issuance of the report which is now set as February 22, 2020.

It is the intention of the CSU, prior to imposition, to maintain status quo. However, there are numerous provisions of the CBA that are no longer in effect when the contract expires, which are listed below. We want to make sure both sides are very clear that the ending of these provisions is related to the expiration of the contract, and these items are not being imposed.

- Sections 13.17 / 13.18 – Compensatory Time Off.
 - All overtime earned after expiration will have to be paid. This will be effective February 22, 2020.
- Section 21.14 – In-Range Progression
 - Upon expiration, employees will not be eligible for in-range progressions. This will be effective on February 22, 2020.
- Section 21.18 – Shift Differential.
 - Upon expiration, Shift Differential for employees who work four or more hours between midnight and 6:00 am shall revert back to \$0.28 / hr. This will be effective on February 22, 2020.

CSU Campuses
Bakersfield
Channel Islands
Chico
Dominguez Hills
East Bay

Fresno
Fullerton
Humboldt
Long Beach
Los Angeles
Maritime Academy

Monterey Bay
Northridge
Pomona
Sacramento
San Bernardino
San Diego

San Francisco
San José
San Luis Obispo
San Marcos
Sonoma
Stanislaus

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- Section 21.23 – Special Assignment Stipend.
 - Stipends will end with the expiration of the contract. These stipends will be paid through February without any proration, but they will not be paid in March or going forward without a new agreement.

- Section 21.30 – Experience Step Increase.
 - No newly eligible employees will receive an experience step increase once contract expiration has occurred. This will be effective on February 22, 2020.

- Article 7 – Grievance Procedure.
 - Arbitration will no longer be available to settle disputes. This will be effective for new grievances filed on or after February 22, 2020.

We intend to send out instructions to all of the campuses on Monday, February 24th, 2020 so that the appropriate adjustments can be made as timely as possible. If for some reason the campuses are unable to make the needed compensation adjustments quickly enough to avoid payments to employees in line with what is stated above, we will have to recoup that money in following pay cycle(s).

If you have any questions, or if you would like to discuss this, please feel free to give me a call.

Sincerely,



Steve James
Chief Negotiator/ Collective Bargaining
Labor & Employee Relations

CC:

Steve Leonesio, Labor Relations Consultant, Mastagni Holdstedt, APC
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