

AMENDED IN ASSEMBLY MARCH 31, 2016

CALIFORNIA LEGISLATURE—2015–16 REGULAR SESSION

ASSEMBLY BILL

No. 2019

Introduced by Assembly Member Santiago

February 16, 2016

An act to add Section ~~19829.2~~ 89528.5 to the ~~Government Education~~ *Government Education* Code, relating to public employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 2019, as amended, Santiago. *State Public employment: California State University employees: salary adjustments: State Bargaining Unit 3: adjustments.*

Under existing law, the Department of Human Resources sets minimum and maximum salary limits for different classifications of state ~~employees~~ *employees*, and provides for intermediate steps within those limits to govern the amount of salary adjustment that an employee may receive at any one time. ~~State Bargaining Unit 3 represents teachers, specialists, and librarians working for various state agencies, including specified members of the California Faculty Association who are employed by the California State University system.~~ *Existing law establishes the California State University, under the administration of the Trustees of the California State University, as one of the segments of public postsecondary education in this state. Existing law also authorizes the trustees to employ persons in academic, administrative, and nonacademic positions and to provide for their governance in accordance with law.*

This bill would declare the policy of the state to provide for intermediate steps of salary adjustments, in an unspecified percentage, ~~for members of the California Faculty Association within State~~

~~Bargaining Unit 3 that would be based on cost-of-living adjustments tied to the California Consumer Price Index: step increases of 2.65%, or the percentage of the increase, if any, during the period between the intermediate steps, in the California Consumer Price Index For All Urban Consumers, whichever is higher; for salary adjustments for academic employees of the California State University.~~

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. The Legislature finds and declares the following:

2 (a) From 2004 to 2014, inclusive, while student enrollment in
3 the California State University (CSU) system increased by 24
4 percent, the numbers of CSU faculty increased by only 14 percent.

5 (b) Systemwide, over the last decade, the number of tenure-track
6 and tenured faculty fell by 3 percent. While faculty numbers
7 dropped by 338 from 2004 to 2014, the number of students grew
8 by 75,518.

9 (c) Unlike every other public employee organization in state
10 government, CSU faculty currently do not have a salary schedule.

11 (d) This lack of a salary schedule has resulted in compression
12 and inversion in faculty salaries.

13 (e) Between increasing workloads and decreasing remuneration,
14 there are few incentives for university faculty to stay in the
15 profession.

16 (f) It is a matter of parity for these employees to establish a
17 salary schedule for them in statute.

18 ~~SEC. 2. Section 19829.2 is added to the Government Code, to
19 read:~~

20 ~~19829.2. In order for the state to recruit and retain skilled
21 professors, lecturers, librarians, counselors, and coaches for the
22 California State University system, it is the policy of the state to
23 provide for intermediate steps of _____ percent for salary
24 adjustments for members of the California Faculty Association
25 within State Bargaining Unit 3, based on cost-of-living adjustments
26 to the California Consumer Price Index.~~

27 ~~SEC. 2. Section 89528.5 is added to the Education Code, to
28 read:~~

1 89528.5. *In order for the state to recruit and retain skilled*
2 *professors, lecturers, librarians, counselors, and coaches for the*
3 *California State University system, it is the policy of the state to*
4 *provide for intermediate step increases of 2.65 percent, or the*
5 *percentage of the increase, if any, during the period between the*
6 *intermediate steps, in the California Consumer Price Index For*
7 *All Urban Consumers, whichever is higher; for salary adjustments*
8 *for academic employees of the California State University.*

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