

## FACT SHEET – SB 566 (Leyva) Steps to Economic Parity in Salaries Act

### Purpose

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SB 566 (Leyva) restores 5% salary steps for 20,000 California State University (CSU) support staff, many of whom are the lowest-paid employees at the university system – such as custodians and groundskeepers. This legislation will provide parity with California’s other 233 state agencies and over 210,000 state employees.

### Background

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In 1996, following an impasse in contract negotiations, the CSU Board of Trustees took an unprecedented action by unilaterally abolishing employee salary steps that were in place for 50 years. In the decades since, the CSU has been unwilling to reinstate salary steps, and remains the only state agency that eliminated salary steps for its support staff.

Over the years, CSU employee salaries have not progressed in an equitable manner to their counterparts and attempts to address this inequity have been futile. The inability by support staff to move through salary ranges has resulted in new hires earning higher salaries than existing employees. On average, new hires earn \$780 per month more than existing employees who work in the same classification. This disparity has created a nearly \$110 million inversion gap between the salaries of newly-hired and long employed CSU employees.

As CSU staff salaries became marginalized, a 2017 state audit determined that CSU management positions grew at twice the rate of support staff, with annual earnings of half a billion dollars for those management positions. The California State Auditor concluded that the CSU could not justify the growth in management positions or their compensation.

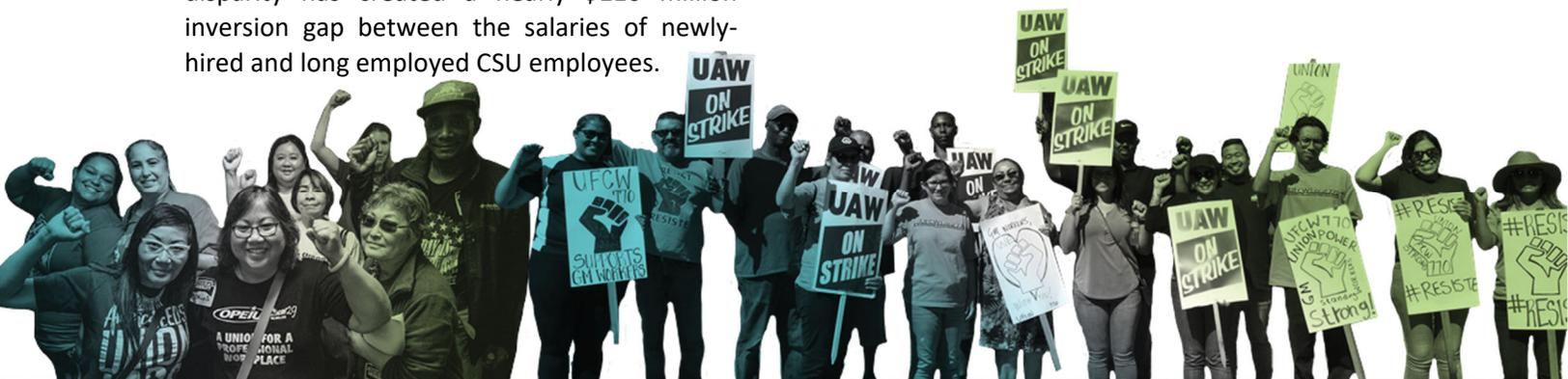
In 2019, another state audit revealed a CSU budget surplus of \$4 billion, of which \$2 billion are ongoing discretionary funds. Using a small percentage of that surplus would rectify a long history of salary inequities.

### What This Bill Will Do

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SB 566 will correct the inequities that have existed for CSU support staff for 25 years and ensure that they have the right to earn a wage that is competitive and on par with their counterparts.

By restoring 5% salary steps, this bill will ensure that 20,000 CSU employees have the same wage opportunities as every other state employee.



## **Support**

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California Labor Federation, AFL-CIO  
(Co-Sponsor)

California State University Employees Union  
(Co-Sponsor)

Service Employees International Union,  
California

California Teamsters Public Affairs Council,  
AFL-CIO

## **Key Contacts**

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