Background statement:

For the past three years, no specific provision has been made in the California state budget for Merit Salary Adjustments (MSA's) for California State University (CSU) nonfaculty employees.

In 1985/86, 1986/87, and 1987/88, the Chancellor's Office of the CSU made cuts in other areas of its budget to assure MSA's for CSU staff. However, for 1988/89, it made no such adjustment. The failure to find room in its operating budget to fairly compensate nonfaculty employees has led to a demoralization of staff, inequities between staff and faculty employees, and threatens to undermine the effectiveness of employees to contribute to the mission of the CSU system.

It is not enough as faculty that we sympathize with the plight of support staff. We know that the lack of a Merit Salary Adjustment in a year of increased medical premiums and parking fees means less pay. We should use every avenue possible to give concrete evidences of support to their quest for compensation. Therefore, the attached resolution has been drafted to give evidence of our concern and our desire for speedy action to restore nonfaculty Merit Salary Adjustments to the CSU budget.

AS-301-88/PCS

RESOLUTION IN SUPPORT OF
MERIT SALARY ADJUSTMENTS FOR ALL NONFACULTY EMPLOYEES

WHEREAS, Funds for nonfaculty merit salary adjustments (MSA's) have been cut from the California state budget for the past three years; and

WHEREAS, The administration of The California State University system cannot shift funds from within its own budget to award nonfaculty MSA's this year; and

WHEREAS, Failure to grant such increases is a denial of economic parity and contravenes CSU employment policy to base salary adjustments on merit evaluations; and

WHEREAS, Inflation and other increases in basic employee expenses, such as medical care and parking, have effectively reduced living wages; and

WHEREAS, These inequities threaten both the productivity of nonfaculty support staff and the contributions that they may effectively make to the mission of The California State University system; therefore, be it
RESOLVED: That members of the California Polytechnic State University Academic Senate urge the CSU Chancellor's Office to seek every means possible for restoring the Merit Salary Adjustments to nonfaculty support staff; and be it further

RESOLVED: That this resolution be forwarded to the appropriate bodies for immediate action; and be it further

RESOLVED: That the California Polytechnic State University communicate its concern about this issue to the Statewide Academic Senate and urge it to take an official position in support of restoration of state funds for nonfaculty Merit Salary Adjustments.

Proposed By:
Linda Dobb, Chair
Professional Consultative Services Caucus
November 1, 1988
State of California

Memorandum

To: Charles T. Andrews, Chair
   Academic Senate

From: Warren J. Baker
   President

Subject: ACADEMIC SENATE RESOLUTION REGARDING RESTORATION RESTORATION
OF MERIT SALARY ADJUSTMENTS FOR NONFACULTY EMPLOYEES (AS-301-88)

This will acknowledge your November 17 memo with which you transmitted the
resolution adopted by the Academic Senate urging that Merit Salary Adjustments
for Nonfaculty employees be restored. I understand from your memo that the
Academic Senate has sent copies of the resolution to both the Statewide Academic
Senate and the Chancellor's Office.

I am sure that you are aware of the efforts of the Trustees, the Chancellor,
and the Chancellor's Staff in this regard for the last three years. Either
Jan Pieper, Director of Personnel and Employee Relations, or Jim Landreth,
Vice President for Business Affairs, can provide additional details regarding
budget restoration efforts if the Academic Senate is interested in more
information on this issue.