CSUEU New Step Structure

Quick Reference & FAQ

Human Resources Management

Rev. 9/30/2025

QUICK REFERENCE

EFFECTIVE DATE?

October 1, 2025 – CSUEU positions will transition to the step structure and be placed on a step.

HOW WAS MY STEP DETERMINED

Implementation is at the closest, higher, step to your current salary.

WHY NOT TARGET STEP?

The contingency outlined in Provision 20.5.B was not met with the Budget, therefore closest step is implemented pending further negotiation.

WHAT IS MY NEW RANGE?

Each classification moving to steps has been assigned a Structure-Grade, this is the new range for your classification. (Structure-Grade by Classification)

NOTIFICATION?

You will be notified of your official step placement via e-mail from C&C no later than 9/30/25.

CAN I APPEAL?

No, there is not appeal option for initial step placement.

QUICK LINKS

- CSUEU Contract
- Article 20.5
- Chancellor's Office Step Site
- Step Structure

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FREQUENTLY ASKED QUESTIONS (FAQ)

Q1. Why are we moving into a step structure?

This transition is a result of collective bargaining negotiations by the CSUEU and agreed upon by the CSU.

Q2. How was my step placement determined?

To transition into this new structure, while negotiations continue, initial step placement is the closest step to your current salary within your classification's assigned structure-grade, pursuant to Provision 20.5(B).

Q3. Why am I not being placed on the step that corresponds to my length of service in my current classification ("target step")?

The negotiated agreement between CSU and CSUEU stated placement on "target step" was contingent upon the State of California providing compact funding to the CSU, which was not met. Therefore, the closest step pending further negotiations was implemented. For additional information regarding the CSU Budget click here to review the FAQs.

Q4. Is everyone receiving the same increase?

No. Increases vary by employee, depending on their current salary in relation to the closest step. There was no standard increase negotiated by CSUEU.

Q5. Are we receiving a General Salary Increase (GSI) for the 2025/2026 fiscal year?

No. There was no GSI negotiated for the 2025/2026 fiscal year. The concept of GSIs will no longer exist for CSUEU upon step implementation. Going forward, employees may receive either Salary Structure Adjustments (SSAs) – when all steps are adjusted, or a Step Progression – when the employee moves to another step. The type of increase an employee receives will depend on what is negotiated in future contracts.

Q6. What if I feel my assigned step is incorrect?

Please review the available resources with information regarding step placement. If questions remain, please contact C&C at classandcomp@calstatela.edu.

Q7. I did not receive a notification regarding my official step implementation on or before September 30, 2025.

Please contact C&C at classandcomp@calstatela.edu.

FREQUENTLY ASKED QUESTIONS (FAQ)

Q8. Will my salary be reduced if it is above the new maximum?

No, there will be no reduction of salary as a result of step implementation into the new ranges. If your salary is currently above the new max, you will maintain your current salary as "red circled".

Q9. Was my length of service or performance considered in determining my step placement?

No. Since the negotiated contingency outlined in the Agreement was not met, step placement was determined using your current salary. (See also Q2 and Q3)

Q10. Can I appeal my step placement?

No, this step placement is final

Q11. What is the structure-grade noted on my mapping notification letter?

The structure-grade is the salary range assigned to your newly mapped classification (outlined here). Please note, the notification does not indicate step placement within that defined range and final placement is contingent on further negotiation. (See also Q17)

Q12. I was told the State budget has been finalized and I would be placed on my "target step", is that accurate?

While the State budget has been finalized, the 2023 compact allocation contingency was not met. As a result, per Article 20.4 (B), CSUEU and the CSU shall re-open negotiations on Article 20 (Salary -including salary 2024/2025 and 2025/2026), and Article 21 (Benefits) and employees will be placed on the closest, higher, step to their current salary. (See also campus Budget Information page and the CSU Budget and Labor Agreements page)

Q13. Why was the step change not reflected on my October 1, 2025 paycheck?

The step placement is effective October 1, 2025 and will be reflected in your October 2025 pay period warrant that will be issued on October 31, 2025 (outlined in the official notification). The paycheck with an issue date of October 1, 2025 is for the September 2025 pay period, which is prior to step-implementation.