



Academic Professionals of California

Tentative Agreement
2023 - 2026



APC 2023 Bargaining Team

- **Lee Norris**, Chief Negotiator
- **Christine McCarthy**, Bargaining Chair, APC Treasurer, Fullerton
- **Dagoberto Argueta**, APC President, San Francisco
- **Cynthia Brown**, Labor Relations Representative
- **Mario Baeza**, Council Member at Large, Chief Steward, San Bernardino
- **Patrick Choi**, APC Vice President, Bakersfield
- **Bill Cruice**, Labor Relations Representative
- **Rose Duran**, APC Recording Secretary, Cal Poly SLO
- **Daryl Evans**, Chief Steward, Dominguez Hills
- **Sam Tran**, Chief Steward, East Bay
- **Tammy Worthington**, Chief Steward, Stanislaus

Agenda Overview

- **What is a Tentative Agreement?**
- **Summary of Tentative Agreement**
- **Salary Scale Implementation**
- **Budget Contingency for Years 2 & 3**
- **Performance Evaluations in Step Movement**
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What is a Tentative Agreement? (TA)

A preliminary proposal that has been reached by the APC and CSU

When reached, each side reviews the contract with their respective constituency groups

- **APC members meet to ask questions and offer opinions on the TA**
- **CSU Management Team seeks approval from Board of Trustees**

If both parties vote to accept the tentative agreement, it becomes the new collective bargaining agreement.



PENDING

Summary of Tentative Agreement

Year One (2023-2024).

- 5% General Salary Increase, retroactive to July 1st, 2023
- Applies to “*All Bargaining Unit 4 employees in active pay status (or on leave) as of October 31, 2023*”

Year Two (2024 - 2025).

- 5% General Salary Increase, retroactive to July 1st, 2024
- Applies to “*All Bargaining Unit 4 employees in active pay status as of July 1st, 2024*”
- This salary increase is contingent on the state of California providing the CSU with the budget specified in the Governor’s Compact

Salary Scale Implementation

Year Three (2025–2026)

- Effective October 1st, 2025, Bargaining Unit 4 employees will be placed on the “closest (higher) step to their current salary, then advanced one salary step”
- “Cumulative Service” means the length of time spent in the employees in the their current classification at their current campus. Excludes time spent in a different classification or skill level and any time prior to a break in service (full definition included in the TA materials).
- “If the employee’s salary step placement is lower than the salary step that corresponds to their cumulative length of service in their current classification at their current campus, then they shall be advanced up to five (5) additional salary steps, but not to exceed their target step.

Budget Contingency for Years 2 and 3

If the state of California reverses itself and reneges on the CSU Compact to provide an additional \$227 million to support CSU in either 2024 or 2025, the following shall occur:

- If the “budget contingency” is not met in 2024, the 5% will not automatically be implemented and the union shall reopen negotiations for 2024-2025 on the issue of salary, benefits, and parking.
- If the “budget contingency” is not met in 2025, the step structure remains. However, all employees will be placed on the closest (higher) salary step (1-1.99% for most employees), then the CSU and union will re-open negotiations to bargain for further salary increases.

If the budget contingency is not met in either case, APC reserves the right to strike.



Performance Evaluations in Step Movement

Performance Evaluations *WILL NOT* be considered for step placement in October 2025.

In future contracts (beyond 2026), CSU must first reach agreement with APC on the definition of “satisfactory job performance” before such evaluations have any impact on step movement.

The CSU claims only 18 individuals out of 3,350 Unit 4 employees received unsatisfactory evaluations in 2022.



In Range Progressions (IRP)

In Range Progressions shall continue until the step system is established. Requests must be submitted by 12/31/2024.

The IRP language will NOT remain if steps become effective on 10/01/2025, and will sunset with its replacement by the salary schedule.



Other Important Considerations

No employee's salary will decrease if they are over their target step or above their top step in their classification

No one will exceed the top step of their classification

Campuses may award, and employees may request salary increases for:

- Increased responsibilities
- Enhanced or additional skills
- In recognition of extraordinary performance,
- For market or pay equity reasons
- Retention.

Salary stipends will become available for any additional work that may be assigned, but will be safeguarded from any potential excessive workload concerns.



Cumulative Length of Service Appendix P2

Less than 1 year	1	Nine years, but less than 10	10	Eighteen years, but less than 19	19
One year, but less than 2	2	Ten years, but less than 11	11	Nineteen years or more	20
Two years, but less than 3	3	Eleven years, but less than 12	12		
Three years, but less than 4	4	Twelve years, but less than 13	13		
Four years, but less than 5	5	Thirteen years, but less than 14	14		
Five years, but less than 6	6	Fourteen years, but less than 15	15		
Six years, but less than 7	7	Fifteen years, but less than 16	16		
Seven years, but less than 8	8	Sixteen years, but less than 17	17		
Eight years, but less than 9	9	Seventeen years, but less than 18	18		

Mapping of CSU Classifications to Proposed Step Structure

CBID	CLASS CODE	CLASSIFICATION	PROPOSED GRADE	PROPOSED STRUCTURE CODE
R04	2680	ACADEMIC SUPPORT STUDENT EMPLOYEE I	1	R04
R04	2681	ACADEMIC SUPPORT STUDENT EMPLOYEE I	1	R04
R04	2627	CREDENTIAL ANALYST TRAINEE	2	R04
R04	2634	EVALUATOR TRAINEE	2	R04
R04	2635	STUDENT PERSONNEL TECHNICIAN, FINANCIAL AIDS	2	R04
R04	9164	PLACEMENT INTERVIEWER	2	R04
R04	2628	CREDENTIAL ANALYST I	3	R04
R04	2632	EVALUATOR I	3	R04
R04	3079	STUDENT SERVICES PROFESSIONAL I-A	3 2	R04
R04	3079	STUDENT SERVICES PROFESSIONAL I-B	3	R04
R04	2630	CREDENTIAL ANALYST II	4	R04
R04	2633	EVALUATOR II	4	R04
R04	3082	STUDENT SERVICES PROFESSIONAL II	4	R04
R04	2896	LEAD LIBRARY ASSISTANT III	5 4	R04
R04	3084	STUDENT SERVICES PROFESSIONAL III	5	R04
R04	5181	EXTENDED EDUCATION SPECIALIST I	5	R04
R04	2891	LEAD LIBRARY ASSISTANT IV	6 5	R04
R04	3086	STUDENT SERVICES PROFESSIONAL IV	6	R04
R04	5182	EXTENDED EDUCATION SPECIALIST II	6	R04
R04	2802	EDUCATIONAL TELEVISION PROGRAM DIRECTOR *	7	R04

CSU Proposed Step Structure for APC

October 1, 2025

Structure Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Range Spread
R04-6	\$72,986	\$74,446	\$75,935	\$77,454	\$79,003	\$80,582	\$82,194	\$83,838	\$85,515	\$87,225	\$88,969	\$90,748	\$92,564	\$94,415	\$96,303	\$98,229	\$100,194	\$102,198	\$104,242	\$106,327	46%
R04-5	\$65,283	\$66,589	\$67,921	\$69,280	\$70,665	\$72,079	\$73,520	\$74,990	\$76,491	\$78,021	\$79,581	\$81,173	\$82,796	\$84,452	\$86,141	\$87,865	\$89,622	\$91,414	\$93,243	\$95,108	46%
R04-4	\$58,393	\$59,561	\$60,752	\$61,968	\$63,207	\$64,470	\$65,760	\$67,075	\$68,417	\$69,785	\$71,181	\$72,604	\$74,056	\$75,538	\$77,048	\$78,589	\$80,160	\$81,764	\$83,399	\$85,067	46%
R04-3	\$52,230	\$53,275	\$54,340	\$55,428	\$56,537	\$57,667	\$58,820	\$59,997	\$61,196	\$62,420	\$63,668	\$64,941	\$66,240	\$67,565	\$68,916	\$70,295	\$71,701	\$73,135	\$74,598	\$76,090	46%
R04-2	\$46,718	\$47,652	\$48,605	\$49,578	\$50,569	\$51,581	\$52,612	\$53,664	\$54,738	\$55,832	\$56,950	\$58,088	\$59,250	\$60,435	\$61,644	\$62,877	\$64,135	\$65,417	\$66,725	\$68,060	46%

*R04-1 and R04-7 have been removed as no employee is currently in those structure grades

CSU APPROACH TO STEP PLACEMENT

For Year Three Salary Scale Implementation

Would have impacted over half of Unit 4 Employees

- **Employee A**

- SSP II with three years of service
- Current salary of \$62,500
- Target step would be 10, since 9 is lower than they are currently making.
- New Salary 10/1/2025 would be \$69,785

Cumulative Increase: 11.66%
Over Three years

Would have impacted about 500 Unit 4 Employees

- **Employee B**

- SSP II with 20 years of service
- Current salary of \$55,320
- Target step would be 20
- New Salary would be \$85,067

Cumulative Increase: 53.77%
Over Three Years

Final Tentative Agreement

The Proposal We Will be Voting on Accepting

Employee A

- SSP II with three years of service
- Current salary of \$62,500
- Target step would be closest, higher Step 10, plus one step advancement
- New Salary: \$71,181

Cumulative Increase: 13.9%
Over Three years

Employee B

- SSP II with 20 years of service
- Current salary of \$55,320
- Target step would be Step 4, plus one step advancement, then five more steps.
- New Salary: \$69,785

Cumulative Increase: 26.1%
Over Three years

Next Steps

- **A YES Vote would mean:**

- The APC/CSU 2023-2026 Tentative Agreement is approved and becomes the new collective bargaining agreement.

- **A NO Vote would mean:**

- The APC/CSU 2023-2026 Tentative Agreement is rejected.
- Would direct the APC Bargaining Team to resume negotiations with the CSU
- A “NO” vote would also authorize a strike in the event there is no significant movement by the CSU.

Additional Questions?

Email laborrelations@apc1002.org

Tentative Agreement can be viewed at:

APC1002.org