

October 28th, 2013

Re: Request for Equity Program Pursuant to CBA 31.10-14

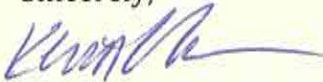
Dear President Gonzalez,

Since the Equity Year II payouts, I have heard from numerous faculty members complaining about continuing problems of salary inequities on this campus, including both salary compression and salary inversion. Specifically, newer faculty members are making more money than their more experienced colleagues. I am also aware of several faculty members who have applied for market-based salary increases as well as greater-than-minimum salary increases when they are tenured or promoted, but these requests have generally been denied. This has contributed to continuing morale problems amongst the faculty.

Now that Equity Year II had been funded, the Collective Bargaining Agreement provides a mechanism to address these problems. The equity sections in the CBA (31.10-31.14) allows you to fund an equity program at CSU Sacramento in consultation with CFA. It is time for our campus to address the ongoing salary issues among Unit 3 faculty. I call on you to initiate the process of creating a campus-based salary equity program. CFA is ready to meet with you or your designee to develop criteria and procedures to address the problems of salary inversion and compression on this campus. I urge you stay true to your word to "Do the Unexpected" and "Redefine the Possible" by working to address the ongoing salary and morale problems at CSU Sacramento.

I eagerly await your response.

Sincerely,



Kevin Wehr
President