

Lesson Plan

for Handout (HO) and PowerPoint (PP) entitled

In-Range Progression and Reclassification: How the CBA Can Help You Get a Pay Raise, and How PERB Charges & Grievances Can Help When the CBA Doesn't

0. PP slides 3-5: **Race to the Bottom**

- PP s. 3: 55% of all Unit 4 members are within 5% of their salary range floor, including 37% who are their salary range floor.
- PP s. 4-5: Percentages vary from classification to classification, ranging from 72%/52% of SSP I Bs who are within 5% or at their salary range floor to 27%/15% of SSP IV As who are within 5% or at theirs, respectively.

I. HO p. 1-2, PP s. 7-9: **IRP Changes Effective 11/12/2014**

- Right to submit IRP requests to HR.
- Requirement to wait 12 months after receipt of response to last IRP request before submitting a new one.
- Right to receive a response to IRP request within 90 days.

II. HO p. 2-6, PP s. 11-27: **Challenging In-Range Progression Denials**

- HO p. 1, PP s. 7: Denial of an in-range progression request is generally **non-grievable**.
- HO. p. 2-5, PP s. 11-20: When a campus unilaterally imposes new requirements for In-Range Progressions, APC can file an Unfair Practice Charge with the California Employment Relations Board.
 - Example: Deletion of promise that “most Student Services Professionals . . . could expect to reach the SSP III level” from Cal Poly San Luis Obispo “Student Services Classification Definitions.”
- HO p. 5-6, PP s. 22-27: When a campus violates the In-Range Progression Procedure in the CBA, APC can file a contract violation grievance.
 - Example: Policy at CSU Dominguez Hills that “the University does not grant In-Range Progressions based on performance alone.”

III. HO p. 7-9, PP s. 29-42: **Challenging Assignment of Higher-Level Job Duties Without Higher-Level Pay**

- HO p. 6, PP s. 29: Denial of a reclassification request is **non-grievable**.
- HO p. 7-8, PP s. 32-37: One arbitration award holds that where position did not undergo classification review, assignment of job duties belonging to higher classification could be grieved as de-facto temporary assignment to higher classification.
- HO p. 8-9, PP s. 38-42: Another arbitration award holds that where position did undergo classification review, assignment of job duties belonging to higher classification could not be grieved.