July 19, 1979

MEMO TO: All Employees

FROM: Gail Fullerton, President

SUBJECT: POSSIBLE STRIKE OR OTHER JOB DISRUPTIONS

The Governor has taken action to reduce the amount of money available for pay raises for 1979-80 to 9.3%. At its meeting of July 18, 1979, the Board of Trustees of The California State University and Colleges determined that the 9.3% available for pay raises should be distributed across the board. That is, each employee within the CSUC received a 9.3% pay raise effective July 1, 1979. This is in addition to a one time payment equivalent to 7% of each employee's pay from October 1, 1978 through June 30, 1979, which was granted by legislative action. That lump sum payment, barring any adverse rulings by any courts, should be distributed to employees on or about September 14, 1979.

These pay raises are substantially less than those requested by the Board of Trustees. The administration shares the disappointment of all employees that the pay raise approved by the Governor was less than that which was requested.

It has been noted, however, that representatives of at least one employee organization had indicated that a strike or some other form of job disruption might be called because of dissatisfaction connected with the pay issue. This necessitates my reminding you that:

1. Absence from work because of a strike constitutes an unauthorized absence which will result in loss of pay for the time not worked and possibly in disciplinary action.

2. Because of the implied threat of a strike or job disruption, absence because of illness must be documented by a certificate from a physician.

3. You are reminded that an unauthorized absence of five consecutive days constitutes an automatic resignation from an employee's position on this campus.

If you have any questions regarding this matter, please address them to your immediate supervisor, or my office, extension 7-3454.

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THE CALIFORNIA STATE UNIVERSITY AND COLLEGES