

1 [Supporting California State Assembly Bill Nos. 1818 and 1831 - California State University:
2 Fairness for Workers and Students]

3 **Resolution supporting California State Assembly Bill Nos. 1818 and 1831, introduced**
4 **by Assembly Members Liz Ortega and Patrick Ahrens, to advance fairness and**
5 **accountability at the California State University by ensuring negotiated raises and step**
6 **increases are honored, and by placing reasonable limits on certain non-represented**
7 **management compensation practices.**

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9 WHEREAS, The San Francisco Board of Supervisors has a long-standing commitment
10 to fairness for working people, including the right to organize, bargain collectively in good
11 faith, and have duly ratified agreements honored; and

12 WHEREAS, The City and County of San Francisco is home to San Francisco State
13 University and a significant community of students, faculty, and staff whose education,
14 livelihoods, and family stability depend on strong, accountable public higher education; and

15 WHEREAS, A basic principle of fairness in public service is that institutions should
16 keep their commitments, particularly commitments made through collective bargaining,
17 because stable and reliable labor relations support continuity of operations, campus safety,
18 and the quality of education and services delivered to students; and

19 WHEREAS, The affordability and accessibility of public higher education are central to
20 fairness for students, including working students and students from low and middle-income
21 households, and tuition increases can meaningfully affect students' financial security and
22 educational opportunity; and

23 WHEREAS, California State University (CSU) workers have raised concerns that the
24 University administration has relied on a contingency mechanism tied to state funding

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1 changes to withhold or rescind contractually promised step increases and raises, even after
2 agreements were reached; and

3 WHEREAS, This practice relies on a technical loophole to delay or avoid implementing
4 duly negotiated and ratified wage and step provisions, undermining the purpose of good-faith
5 collective bargaining; and

6 WHEREAS, AB 1818 is intended to close this loophole by preventing CSU from using
7 post-hoc funding-related technicalities to reopen or nullify wage terms after a deal is
8 negotiated and ratified, thereby ensuring that CSU must honor negotiated and duly ratified
9 raises and step increases; and

10 WHEREAS, Ensuring negotiated wage terms are honored promotes fairness and
11 stability for workers who keep campuses operating, and helps protect students and the public
12 from disruption and uncertainty caused when promised compensation is withheld after
13 bargaining concludes; and

14 WHEREAS, At the same time, public reporting has highlighted concerns about
15 compensation practices at the top of CSU, including significant executive and management
16 pay actions occurring alongside worker disputes over promised raises and ongoing tuition
17 increases; and

18 WHEREAS, AB 1831 would promote accountability and fairness in CSU compensation
19 practices by prohibiting CSU trustees from setting compensation for specified non-
20 represented administrators, managers, contractors, and other employees above 125% of the
21 Governor's compensation benchmark, and by prohibiting increases to that compensation in
22 any fiscal year when CSU authorizes a student tuition increase; and

23 WHEREAS, AB 1831 would also require CSU trustees, on or before July 1, 2027, to
24 repeal a resolution approving executive compensation at the trustees' November 2025
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1 meeting, reflecting a legislative intent to restore public confidence that CSU priorities align
2 with students, instruction, frontline operations, and the workforce; and

3 WHEREAS, Taken together, AB 1818 and AB 1831 advance a consistent theme of
4 fairness: 1) honoring collectively bargained commitments so workers receive the raises they
5 earned and ratified, and 2) ensuring CSU's decisions about pay for top administrators and
6 managers are subject to clear accountability, especially in years when students are asked to
7 pay more; and

8 WHEREAS, The Board of Supervisors recognizes and appreciates the leadership of
9 Assembly Members Ortega and Ahrens in authoring AB 1818 and AB 1831 to advance
10 fairness and respect for workers within California's public higher education system; now,
11 therefore, be it

12 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
13 hereby supports California State Assembly Bills Nos. 1818 and 1831 as labor-friendly
14 measures grounded in fairness for California State University workers and students; and, be it

15 FURTHER RESOLVED, That the Board of Supervisors urges the California State
16 Legislature to pass and the Governor of California to sign Assembly Bills 1818 and 1831 into
17 law; and, be it

18 FURTHER RESOLVED, That the Clerk of the Board of Supervisors shall transmit a
19 copy of this resolution upon passage to the Governor of California, the President pro Tempore
20 of the California State Senate, the Speaker of the California State Assembly, the authors of
21 AB 1818 and AB 1831, and San Francisco's legislative delegation.

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