

AB 1818 Talking Points

AB 1818 Protects Workers' Rights and Collective Bargaining

- AB 1818 protects the integrity of collective bargaining and protects workers' rights by simply requiring California State University (CSU) to honor its collective bargaining agreements and keep its promises to workers.
- Collective bargaining is a cornerstone of California labor law. It ensures stability, fairness, and labor peace in our public institutions.
- If employers can negotiate agreements and then refuse to honor them, the entire system breaks down.

The Problem: CSU Uses Loophole in State Law to Treat Workers Unfairly

- CSU and the Unions representing tens of thousands of its workers negotiated and agreed to contracts that restored step raises after decades that CSU denied steps to workers, an injustice that left long-serving workers languishing at the bottom of their pay scales.
- Workers upheld their end of the bargain, working every day to keep CSU running for the students and the State.
- But CSU is attempting to use a loophole in state law to break its promises, refusing to pay contractual raises to workers that were due in July 2025.
- Virtually alone among public employers in California, CSU gave no raises to any staff or faculty workers in 2025, despite significant increases in cost of living.
- While withholding promised raises to workers, CSU handed out huge increases to overpaid executives, pocketed zero-interest loans from the State that were intended to fund the raises, raised tuition on students, and sits on billions in reserves.
- CSU's outrageous unfair practices have caused labor unrest: Teamsters Local 2010 has called a week-long ULP strike across the 22 campuses of CSU.

AB 1818 Closes the Loophole to Protect Workers

- AB 1818 closes the loophole in State law that CSU has relied on to break its contractual promises to workers.
- Its common-sense requirement is simple and fair: once a collective bargaining agreement is negotiated and signed, CSU must honor its terms.
- By upholding collective bargaining agreements, AB 1818 protects workers, students, and the public.