



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz

Secretary Treasurer and Principal Officer

December 10, 2025

Chancellor Mildred Garcia
California State University Chancellor's Office
401 Golden Shore
Long Beach, CA 90802

Dear Chancellor Garcia:

I write on behalf of 1,100 skilled trades workers represented by Teamsters Local 2010 whose hard work makes the 22 campuses of California State University run every day. We protest in the strongest terms the University's unlawful and immoral refusal to pay our July 2025 contractual raises and step increases and your refusal to bargain in good faith regarding the matter, despite receiving the funding from the state necessary to keep your commitment to workers, and even as you hand out huge raises to already overpaid executives.

The University's use of cynical legal maneuvering to rip off workers and renege on promised, well-deserved and much-needed raises, is a shocking display of greed, hypocrisy and disregard for the wellbeing of CSU workers and their families, which our members will not stand for. We urge you to reverse course, negotiate in good faith with the Union, and immediately pay the promised raises and step increases to our members.

As you may know, for 28 years, CSU denied step increases to CSU support staff, resulting in many workers being left at the bottom of their pay scales even after decades of service to the University. Teamsters Local 2010 fought long and hard – including taking several strikes – to correct this injustice and win our current contract that restored step increases. One of the key achievements to which the parties agreed in the contract was to bring all our members to their target step – the step based on years of service – by the end of the contract. That was to occur with the July 2025 raises.

Instead, CSU has decided to break its promises and rip off workers by using the state budget as an excuse to re-open the contract and refuse to implement the promised raises, causing tremendous hardship to our members and families, many of whom struggle to make ends meet in the face of ever-rising costs of living. CSU is doing so even while pocketing hundreds of millions of dollars from a zero-interest loan from the state that was intended to fund the raises, and while approving double-digit raises to already overpaid executives.

In reopener negotiations, the University has refused to bargain in good faith and has insisted on replacing our promised raises and step increases with a one-time, non-base building, non-pensionable lump sum, which is worth far less to our members. The University has falsely asserted

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that the zero-interest loan from the state is “one-time” money, when in fact the loan is intended to cover deferred funds that are part of the CSU budget.

The University can well afford to pay the contractual raises and has never asserted otherwise. The University received full funding in the state budget, thanks in large part to the lobbying efforts of Teamster members. In addition to budgeted funds and the zero-interest loan, CSU has billions of dollars in reserves and has voted to shell out millions in fat raises to already overpaid executives. Recent surges in enrollment have further improved the University’s financial standing. The University is simply trying to get away with ripping off workers because you apparently think you can.

Worse, University negotiators representing you in bargaining have displayed open contempt for our members and total indifference to the hardships your actions have imposed on them. At the bargaining table, your representatives have mocked workers for insisting on being paid what is owed to them and have expressed zero concern or empathy for the financial difficulties CSU’s actions are causing its workers.

Teamsters refuse to allow CSU to continue to mistreat workers in this manner. Our members are currently voting to authorize a strike in protest of the University’s unfair practices and bad faith bargaining and are overwhelmingly demonstrating that we are ready to do whatever it takes to win fair treatment.

Chancellor Garcia, CSU is on a collision course towards a costly, disruptive – and totally unnecessary – legal and economic battle with the Teamsters Union. We urge you to reverse course, bargain in good faith with the Union, and pay the July 2025 raises and step increases, which you contractually committed to pay, which you can well afford, and which our members need and deserve.

Very truly yours,

A handwritten signature in black ink, appearing to read "J. Rabinowitz". The signature is stylized and cursive.

Jason Rabinowitz
Secretary-Treasurer