



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz

Secretary Treasurer and Principal Officer

July 2, 2025

Chancellor Mildred Garcia
California State University
401 Golden Shore
Long Beach CA 90802
(via United Parcel Service and electronic mail)

Dear Chancellor Garcia:

Teamsters Local 2010 condemns in the strongest possible terms the disgraceful announcement by California State University that it will seek to renege on contractual raises and step increases promised to workers represented by Teamsters and other CSU Unions, which were due to be implemented July 1, 2025.

This cruel attempt to deny workers their promised, well-earned, and much-needed raises is made more egregious by the fact that CSU is receiving full funding in the final state budget – thanks in no small part to the efforts of the very workers you now seek to disadvantage. Thousands of Teamsters Local 2010 members successfully lobbied and petitioned the state, along with fellow Unions, to roll back cuts to CSU contained in the initial proposed budget. Shamefully, after receiving full funding, CSU now seeks to pocket the budgeted money yet turn around and cheat workers out of their promised raises, even though the cost of these raises to the University represents a tiny fraction of the CSU's overall budget.

Teamsters further condemn the CSU's cynical attempt to justify its actions based on the technicality that, although it received full funding in the budget, the legislature deferred some of the funding to subsequent years, while providing the funds through zero-interest loans back to the CSU – the functional equivalent of providing the funding. Teamsters Local 2010 rejects CSU's legal trickery aimed at cheating workers out of promised raises while pocketing budgeted funds.

As you may know, the contractual step increases scheduled to be paid to Teamsters members, on which CSU now seeks to renege, are the result of a multi-year effort by our Union to win back step increases after nearly three decades in which they were denied to CSU workers. This battle included legislative efforts, years of negotiations with the University, and ultimately a series of disruptive strikes, after which we finally achieved the

restoration of step increases in our Contract. This achievement has been life-changing for our members, many of whom languished at the bottom of their pay scales after decades of service to CSU. The contract that we achieved – and to which CSU agreed – finally righted that wrong through implementation of the steps, and the July 1 step increases would complete that process by bringing those who were farthest behind up to their target step based on years of service. After agreeing to correct its decades-long pay injustices, the fact that the University now seeks to reverse this process and continue the injustice against the longest-serving CSU workers is a total outrage and may not stand.

Teamsters demand that CSU rescind its letter to the Union, dated July 1, 2025, illegally seeking to reopen the contract. We further demand that the University implement the contractual increases effective July 1, 2025. Failing that, the University should prepare for a protracted, expensive and disruptive legal and economic battle with the Teamsters Union – up to and including potential strike action – which will undoubtedly cost the University many times what it may expect to save by cheating workers out of their promised raises.

Sincerely,



Jason Rabinowitz

Cc: Hon. Gavin Newsom, Governor of California
Hon. Robert Rivas, Speaker of the California State Assembly
Hon. Mike McGuire, President Pro Tempore, California State Senate
Sean M. O'Brien, General President, International Brotherhood of Teamsters
Peter Finn, President, Teamsters Joint Council 7
Chris Griswold, President, Teamsters Joint Council 42