

## Memorandum of Understanding Out of State Employment Policy

This Agreement (“Agreement”) is entered into between the Board of Trustees of the California State University (“University”) and Academic Professionals of California Union (“APC”), both of whom are designated collectively as the “Parties” to this Agreement, regarding the Out of State Employment Policy (“Policy”).

As a result of meeting and conferring, the Parties agree to the following:

1. APC represented employees hired on or before December 31, 2021, who were hired to work from a location outside the State of California are exempt from the Policy and shall be permitted to continue working from their current location(s).
2. The CSU retains the right to require APC represented employees who relocated outside the State of California during the COVID-19 pandemic and who worked on campus or from a location within the State of California prior to January 1, 2022, to return to work in the State of California, but each campus President shall retain the right to grant APC employees the ability to work at locations outside of California.
3. The Parties have fully satisfied their obligation to meet and confer regarding the implementation of the Policy.
4. This MOU does not alter or abridge the rights and obligations contained in the January 31, 2018 – June 30, 2022 Collective Bargaining Agreement between the Parties.

For APC:



[Edie Brown \(Jan 25, 2022 09:30 PST\)](#)

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Edie Brown  
APC President



[dagoberto argueta \(Jan 25, 2022 10:15 PST\)](#)

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Dagoberto Argueta  
APC Vice President

For the California State University:



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Christina Checél  
Associate Vice Chancellor, Labor  
Relations



[Joseph J. Jelincic III \(Jan 25, 2022 08:47 PST\)](#)

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Joseph Jelincic  
Senior Director Collective Bargaining

*Christine McCarthy*

[Christine McCarthy \(Jan 25, 2022 08:50 PST\)](#)

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Christine McCarthy  
APC Treasurer



[Julianne Doi \(Jan 25, 2022 08:48 PST\)](#)

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Julie Doi  
Senior Director of Labor and Employee  
Relations



[Rose Duran \(Jan 25, 2022 10:20 PST\)](#)

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Rose Duran  
APC Secretary

*Mario Baeza*

[Mario Baeza \(Jan 25, 2022 10:37 PST\)](#)

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Mario Baeza  
APC Council Member at Large

*Lee O. Norris*

[Lee O. Norris \(Jan 25, 2022 08:50 PST\)](#)

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Lee O. Norris  
APC Labor Relations Manager