CSUEU/CSU MEMORANDUM OF UNDERSTANDING

SB 114 Supplemental Paid Sick Leave

On February 10, 2022, the CSU provided notice to CSUEU regarding a proposed SB 114 Supplemental Paid Sick Leave Policy.

The California State University ("CSU" or "Employer"), and the California State University Employees Union ("CSUEU" or "Union"), agree to the following for CSUEU-represented employees:

SPSL- Supplemental Paid Sick Leave

1) Each full-time employee shall be allotted 80 hours of SPSL- Supplemental Paid Sick Leave for use between January 1, 2022 and December 31, 2022. The total number of SPSL hours shall be pro-rated for employees whose appointment is less than full-time and done in a manner consistent with SB 114. Unused SPSL hours expire on December 31, 2022. SPSL has no value if an employee separates from employment.

   It is the intent of the parties that SPSL meets all, and in some instances exceeds, the requirements of SB 114: Supplemental Paid Sick Leave.

2) SPSL can be used for reasons permitted under SB 114 and will be retroactively to January 1, 2022. The 80 hours will be allocated as prescribed in SB 114.

3) Employees should provide as much advance notice as possible of the need to use SPSL to the appropriate administrator. Self-certification will be required and in most cases is all that will be needed. However, in circumstances where the CSU has information indicating that the employee is not requesting SPSL for a valid purpose, or where permitted by sB 114, the campus may require documentation or medical certification before paying SPSL. The CSU will not deny SPSL solely for lack of a medical certification.

4) SPSL can only be used in full day increments (10 workdays) for FLSA exempt employees. Non-Exempt employees may use SPSL in less than full day increments.

5) SPSL can be used on consecutive days or intermittently, based on need.

6) SPSL will be paid at the employee's regular rate of pay and will not be subject to the daily pay limit contained in SB 114.

7) Rehired annuitants are entitled to all rights provided by SB 114, but due to CalPERS rules and restrictions, they cannot receive CSU provided enhancements which include the extension to use hours and the enhancement listed in paragraph 6.

8) SPSL shall be considered "employer-provided employee sick leave" for the purposes of Cal OSHA General Industry Safety Orders, Section 3205.

9) CSUEU agrees that the CSU has met its obligation to meet and confer over the above

subjects, including the implementation of SB 114.

10) Disputes alleging a violation, misinterpretation or misapplication of this agreement shall be subject to the grievance procedure in the CBA between CSUEU and the CSU.

For the CSUEU:

Jessica Westbay (Mar 30, 2022 16:26 PDT)   Mar 30, 2022

Jessica Westbay
Vice President for Representation

Tessy Reese (Mar 30, 2022 13:04 PDT)   Mar 30, 2022

Tessy Reese
Bargaining Unit 2, Chair

Pamela Robertson (Mar 30, 2022 13:35 PDT)   Mar 30, 2022

Pam Robertson
Bargaining Unit 2, Vice Chair

Tyree Mikes (Mar 30, 2022 12:18 PDT)   Mar 30, 2022

Tyree Mikes
Bargaining Unit 5, Chair

Don Moreno (Mar 30, 2022 17:20 PDT)   Mar 30, 2022

Don Moreno
Bargaining Unit 5, Vice Chair

Dawn McCulley (Apr 4, 2022 13:12 PDT)   Apr 4, 2022

Dawn McCulley
Bargaining Unit 7, Chair

John Ciulik (Mar 30, 2022 12:29 PDT)   Mar 30, 2022

John Ciulik
Bargaining Unit 7, Vice Chair

Martin Brenner (Mar 31, 2022 11:50 PDT)   Mar 31, 2022

Martin Brenner
Bargaining Unit 9, Chair

Andrea Skinner (Apr 1, 2022 09:18 PDT)   Apr 1, 2022

Andrea Skinner
Bargaining Unit 9, Vice Chair

Brenda Brown   Apr 5, 2022

Brenda Brown
Senior Labor Relations Representative

For the California State University:

Joseph J Jelincic III (Mar 30, 2022 17:16 PDT)   Mar 30, 2022

Joseph J. Jelincic III
Assistant Vice Chancellor, Collective Bargaining

    Mar 30, 2022

Hector Fernandez
Manager, Systemwide Labor Relations

Christina Checel   Apr 5, 2022

Christina Checel
Associate Vice Chancellor, Labor Relations

Edward Burke   Apr 5, 2022

Edward Burke (Apr 5, 2022 09:43 PDT)
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Ned Burke
Director of Representation

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