

## Memorandum of Understanding

California Polytechnic State University, San Luis Obispo

AY 2021-2022 Repopulation Plan

July 27, 2021

This Agreement (“Agreement”) is entered into between the Board of Trustees of the California State University through its California Polytechnic State University, San Luis Obispo (“Cal Poly SLO”) campus and the California State University Employees Union (“CSUEU”), all of whom are designated collectively as the parties to this Agreement, regarding the AY 2021-2022 Repopulation Plan. Notice was provided to CSUEU on May 7, 2021 and the parties met and conferred on July 6, 2021, July 27, 2021 and via email.

As a result of the meeting the parties agree as follows:

1. The following policies are currently being negotiated systemwide between the parties:
  - a. Mandatory Vaccine Policy.
2. The following policies were adopted systemwide between the parties:
  - a. Vaccine Verification Program (VVP) (subject to Campus opt-in)
  - b. COVID-19 Employee Testing Program (subject to Campus opt-in)
  - c. Cal OSHA Emergency Temporary Standards (ETS).
  - d. Isolation and Quarantine Leave.
  - e. Extended Covid Relief Leave (ECRL).
3. Campus safety measures.
  - a. Safety measures will comply with municipal, state and federal requirements including the Cal OSHA ETS.
  - b. Masks will be available for all employees (including vaccinated employees) upon request.
  - c. Upon a valid written request for information, Cal Poly shall provide to the Union available department repopulation plans and/or schedules for employee return to campus.
  - d. Any additional COVID19 Pandemic protocols and/or dedensification shall be consistent with municipal, state, CSU, or federal regulations and/or guidelines and, if within the scope of representation, will be subject to notice and meet and confer upon request of the Union.
4. The Campus shall take workload into consideration when maintaining operations during the pandemic and will consider any additional staffing and/or compensation consistent with the provisions of the CBA.

5. Violation of this MOU shall be subject to Article 7 Grievance procedures. Cal Poly recognizes that the Union retains the right to challenge decisions they view as arbitrary and/or capricious.
6. This MOU shall be in effect for only Academic Year 2021-2022, unless extended by mutual agreement.
7. This Agreement does not establish a precedent at Cal Poly SLO, or any other campus within the CSU system.
8. CSUEU acknowledges that Cal Poly SLO has fully satisfied its obligation to meet and confer regarding the AY 2021-2022 Repopulation Plan at Cal Poly SLO. This Agreement does not alter or abridge the rights and obligations contained in the Parties' 2018-2022 Collective Bargaining Agreement.

**For CSUEU:**

X Jessica Westbay  
 Jessica Westbay (Aug 3, 2021 13:48 PDT)

Jessica Westbay  
 VP for Representation

Date

X Brian Young

Brian Young  
 Senior Labor Representative

Date

X Brenda Brown

Brenda C. Brown  
 Lead Labor Representative

Date

X Tessy Reese  
 Tessy Reese (Aug 3, 2021 14:23 PDT)

Tessy Reese  
 BU 2 Chair

Date

X   
Tyree Mikes (Aug 3, 2021 13:50 PDT)

Tyree Mikes Date  
BU 5 Chair

X   
Dawn McCulley (Aug 3, 2021 21:12 PDT)

Dawn McCulley Date  
BU 7 Chair

X   
Martin Brenner (Aug 18, 2021 06:50 PDT)

Martin Brenner Date  
BU 9 Chair

X   
Tom Randall (Aug 9, 2021 14:35 PDT)


Tom Randall Date  
Chapter 316 President

X   
Jamie St. Cyr (Aug 4, 2021 12:27 PDT)

Jamie St. Cyr Date  
Chapter 316 Steward

X   
Shay Blackburn (Aug 3, 2021 13:57 PDT)

Shay Blackburn Date  
Chapter 316 Steward

X   
Erin Foote (Aug 3, 2021 13:55 PDT)

Erin Foote Date  
Chapter 316 Steward

X   
Josh Ruiz (Aug 12, 2021 08:09 PDT)

Josh Ruiz Date  
Chapter 316 Steward

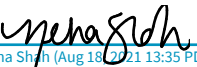
**For CSU:**

X   
Al Liddicoat (Aug 3, 2021 13:58 PDT)

Al Liddicoat Da...  
Vice President, HR & Academic Personnel

X   
Adrienne Ratner (Aug 3, 2021 15:19 PDT)

Adrienne Ratner Date  
AVP of Academic Personnel, Employee & LR

X   
Neha Shah (Aug 18, 2021 13:35 PDT)

Neha Shah Date  
Sr. Manager of Systemwide Labor Relations












# Cal Poly SLO MOU


Final Audit Report


2021-08-18


Created:	2021-08-03
By:	Jessica Westbay (jwestbay@csueu.org)
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Transaction ID:	CBJCHBCAABAAJT13h_WWpc6CehiNjvrroWAozNIIhcNr


## "Cal Poly SLO MOU" History


-  Document created by Jessica Westbay (jwestbay@csueu.org)  
2021-08-03 - 8:37:02 PM GMT- IP address: 132.241.133.129
-  Document emailed to Jessica Westbay (jwestbay@csueu.org) for signature  
2021-08-03 - 8:48:09 PM GMT
-  Document emailed to Brian Young (byoung@csueu.org) for signature  
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-  Document emailed to Brenda Brown (bbrown@csueu.org) for signature  
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-  Document emailed to Tessy Reese (csueunit2.tessyreese@gmail.com) for signature  
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-  Document emailed to Dawn McCulley (dmcculley@csueu.org) for signature  
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-  Document emailed to Martin Brenner (csueumartin.brenner@gmail.com) for signature  
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 Document emailed to Adrienne Ratner (ratner@calpoly.edu) for signature  
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 Document emailed to Neha Shah (nshah@calstate.edu) for signature  
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2021-08-03 - 9:13:21 PM GMT- IP address: 72.76.232.63

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-  Email viewed by Dawn McCulley (dmcculley@csueu.org)  
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-  Email viewed by Josh Ruiz (jgruiz.csueu@gmail.com)  
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-  Email viewed by Martin Brenner (csueumartin.brenner@gmail.com)  
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 Document e-signed by Neha Shah (nshah@calstate.edu)

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 Agreement completed.

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