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 California State University Employees Union (“CSUEU”), 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. CSUEU 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.

2. The CSU retains the right to require CSUEU 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.

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 18, 2018 – June 30, 2022 Collective Bargaining Agreement between the Parties.

5. Any dispute about the effect, interpretation or application of this MOU shall be resolved through the grievance procedure contained in Article 7 of the Parties’ CBA in effect at the time the dispute arises.

For the CSUEU: For the California State University:

Jessica Westbay
Vice President for Representation

Christina Checel
Associate Vice Chancellor, Labor Relations

Edward Burke
Director of Representation

Julie Doi
Director of Labor and Employee Relations
Brenda C. Brown  
Labor Relations Representative, Lead

Diva Sanchez-Trevino  
Manager, Systemwide Labor Relations

Tessy Reese  
Tessy Reese (Dec 3, 2021 12:42 PST)  
Tessy Reese  
Bargaining Unit 2 Chair

Pam Robertson  
Pam Robertson (Dec 3, 2021 13:39 PST)  
Pam Robertson  
Bargaining Unit 2 Vice-Chair

Tyree Mikes  
Tyree Mikes (Dec 3, 2021 13:13 PST)  
Tyree Mikes  
Bargaining Unit 5 Chair

Don Moreno  
Don Moreno (Dec 3, 2021 16:53 PST)  
Don Moreno  
Bargaining Unit 5 Vice-Chair

Dawn McCulley  
Dawn McCulley (Dec 8, 2021 15:08 PST)  
Dawn McCulley  
Bargaining Unit 7 Chair

John Ciulik  
John Ciulik (Dec 7, 2021 16:28 PST)  
John Ciulik  
Bargaining Unit 7 Vice-Chair

Martin Brenner  
Martin Brenner (Dec 3, 2021 17:35 PST)  
Martin Brenner  
Bargaining Unit 9 Chair

Andrea Skinner  
Andrea Skinner (Dec 6, 2021 20:04 PST)  
Andrea Skinner  
Bargaining Unit 9 Vice-Chair