


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:



Jessica Westbay (Dec 3, 2021 13:07 PST)

Jessica Westbay
Vice President for Representation



Edward Burke (Dec 3, 2021 12:52 PST)

Ned Burke
Director of Representation

For the California State University:



Christina Checél
Associate Vice Chancellor, Labor Relations



Julie Doi
Director of Labor and Employee Relations

Final
12/3/21

Brenda Brown

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

Pamela Robertson

[Pamela 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