

SUPA/CSU Memorandum of Understanding Supplemental Paid Sick Leave (SPSL)


February 22, 2022

On February 10, 2022, the California State University ("CSU") provided notice to the Statewide University Police Association ("SUPA" or "Union") regarding Senate Bill 114 which provides up to 80 hours of COVID-19 Supplemental Paid Sick Leave ("SPSL") to employees in California including those who work for the CSU. Governor Newsom signed SB 114 into law on February 9, 2022.

The CSU and SUPA agree to the following for SUPA-represented employees:


1. The CSU had through February 19, 2022, to implement SB 114 and acknowledges that qualifying leave may be granted retroactively to January 1, 2022.
2. SPSL may be used for the reasons permitted under SB 114.
3. The CSU agrees to extend the expiration of COVID-19 SPSL provided in SB 114 through December 31, 2022.
4. COVID-19 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.
5. Rehired Annuitants are entitled to all rights provided by SB 114, but due to CalPERS rules and restrictions they cannot receive the CSU provided enhancements contained in paragraphs 3 and 4 of this agreement.
6. SPSL shall be considered "employer-provided employee sick leave" for the purposes of Cal OSHA General Industry Safety Orders, Section 3205.
7. If, as the result of the meet and confer process with another union that represents CSU employees, the CSU agrees to provide more than 80 hours of SPSL time or other enhanced benefits, then the CSU shall inform SUPA in writing. SUPA shall have the option to re-open negotiations on this agreement by providing a written request to the CSU no later than fourteen (14) days after the CSU contacts SUPA.
8. SUPA agrees that the CSU has met its obligation to meet and confer over the above subjects, including the implementation and impacts of SB 114.
9. Disputes alleging a violation, misinterpretation or misapplication of this agreement shall be subject to the grievance procedure in the CBA between SUPA and the CSU in effect at the time the dispute arises.

For SUPA:


Matt Kroner (Feb 23, 2022 15:26 PST)

Matt Kroner
President

For the CSU:


Joseph J. Jelincic III (Feb 22, 2022 17:05 PST)

Joseph Jelincic
Sr. Director, Collective Bargaining

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[Matthew Verhulst \(Feb 24, 2022 11:08 PST\)](#)

Matthew Verhulst
Vice President



[Kathleen N. Mastagni Storm \(Feb 24, 2022 08:32 PST\)](#)

Kathleen Mastagni Storm
Partner, Mastagni Holstedt



[Jose Cuervo \(Feb 23, 2022 11:02 PST\)](#)

Jose Cuervo
Labor Relations Consultant
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Labor Relations Consultant



[Julianne Doi \(Feb 22, 2022 17:04 PST\)](#)

Julie Doi
Sr. Dir., Labor & Employee Relations



Hector Fernandez
Manager, Systemwide Labor Relations