

**Teamsters Local 2010/CSU MEMORANDUM OF
UNDERSTANDING**

SB 114 Supplemental Paid Sick Leave

On February 10, 2022, the CSU provided notice to Teamsters 2010 regarding a proposed SB 114 Supplemental Paid Sick Leave Policy.

The California State University (“CSU” or “Employer”), and Teamsters Local 2010 (“Teamsters 2010” or “Union”), agree to the following for Teamsters 2010-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) 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 Teamsters 2010 in writing. Teamsters 2010 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 Teamsters 2010.
- 10) Teamsters 2010 agrees that the CSU has met its obligation to meet and confer over the above subjects, including the implementation of SB 114.
- 11) Disputes alleging a violation, misinterpretation or misapplication of this agreement shall be subject to the grievance procedure in the CBA between Teamsters 2010 and the CSU.

For Teamsters 2010:

May 31, 2022

Drew Scott

Drew Scott
Skilled Trades Director

Jose Fuentes

Jose Fuentes
Union Representative

Michael Sherritt

[Michael Sherritt \(Jun 3, 2022 12:49 PDT\)](#)

Michael Sherritt
Union Representative

Dennis Sotomayor

[Dennis Sotomayor \(Jun 1, 2022 12:06 PDT\)](#)

Dennis Sotomayor
Maintenance Mechanic

Howard Hall

[Howard Hall \(Jun 1, 2022 11:48 PDT\)](#)

Howard Hall
Locksmith

Travis Duval

[Travis Duval \(Jun 1, 2022 11:56 PDT\)](#)

Travis Duval
Automotive/Equipment Mech.

For California State University:

May 18, 2022

Hector Fernandez

Hector Fernandez
Manager, Systemwide Labor Relations

Christina Checel

[Christina Checel \(May 18, 2022 10:31 PDT\)](#)

Christina Checel
Associate Vice Chancellor, Labor Relations



Spencer Owen (Jun 1, 2022 17:01 PDT)

Spencer Owen
Plumber