

UNION OF AMERICAN PHYSICIANS AND DENTISTS/CSU
MEMORANDUM OF UNDERSTANDING

SB 114 Supplemental Paid Sick Leave

On February 10, 2022, the CSU provided notice to Union of American Physicians and Dentists regarding a proposed SB 114 Supplemental Paid Sick Leave Policy.

The California State University (“CSU” or “Employer”), and Union of American Physicians and Dentists (“UAPD” or “Union”), agree to the following for Union of American Physicians and Dentists -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.
- 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) UAPD agrees that the CSU has met its obligation to meet and confer over the above subjects, including the implementation 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 UAPD and the CSU.

For UAPD:



Jun 10, 2022

Patricia Castillo
UAPD Senior Representative

For California State University:



Jun 7, 2022

[Christina Checél \(Jun 7, 2022 15:14 PDT\)](#)

Christina Checél
Associate Vice Chancellor, Labor Relations



Jun 7, 2022

Hector Fernandez
Manager of Systemwide Labor Relations