

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

February 18, 2022

On February 10, 2022, the California State University ("CSU") provided notice to the UAW Local 4123 ("UAW" 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 the UAW agree to the following for UAW-represented employees:

1. The CSU has 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. SPSL shall be considered "employer-provided employee sick leave" for the purposes of Cal OSHA General Industry Safety Orders, Section 3205.
6. UAW agrees that the CSU has met its obligation to meet and confer over the above subjects, including the implementation and impacts of SB 114.
7. Disputes alleging a violation, misinterpretation or misapplication of this agreement shall be subject to the grievance procedure in the CBA between UAW and the CSU.

For the UAW:



Lark Winner (Feb 18, 2022 08:09 PST)

Lark Winner
President

For the CSU:



Christina Checél
Associate Vice Chancellor Labor and Employee Relations



Steve James
Labor Relations Advisor



Joseph J. Jelincic III (Feb 18, 2022 08:06 PST)

Joseph J. Jelincic III
Senior Director, Collective Bargaining



Hector Fernandez
Manager of Systemwide Labor Relations