

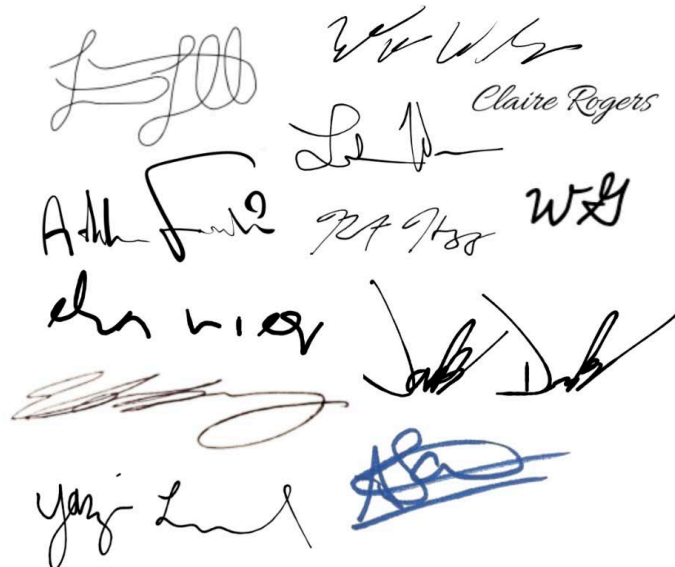
Memorandum of Understanding

The California State University recognizes the unique position that academic student employees hold within the university as both students and employees. The CSU is committed to a healthy work environment that promotes mutual respect, positive working relationships and a sustainable school-work-life balance.

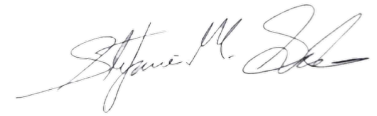
Union representatives may request to meet with the appropriate campus human resources or faculty affairs administrator(s) or with Labor Relations personnel in the Office of the Chancellor during the 2023-2024 academic year to discuss campus parking, transit programs and priority registration as it pertains to UAW-represented employees. The campus human resources or faculty affairs administrator(s) may invite other administrators to participate in the meeting(s) as appropriate. The parties will agree upon the date, time, and location of the meeting(s). The meeting(s) will take place within 60 days of the request to meet, or otherwise mutually agreed upon.

To the extent the parties agree that additional meeting(s) during the 2023-2024 and 2024-2025 academic years are necessary, then the parties shall set a mutually agreed upon time, date, and location of the meeting(s).

Tentative Agreement. Date: 9/30/2023. For UAW:



Handwritten signatures of UAW representatives, including the name Claire Rogers.

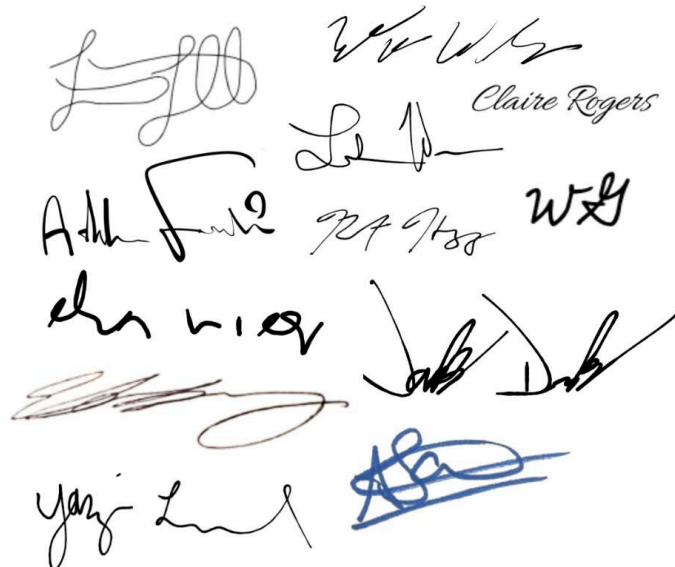


MEMORANDUM OF UNDERSTANDING

To strengthen its systems of care and compliance, in 2022 and 2023 the CSU engaged Cozen O'Connor to conduct a systemwide assessment of its Title IX and Discrimination, Harassment and Retaliation (DHR) programs. The report identifies core observations and recommendations for improvements at both the system and university levels. The CSU remains committed to making the meaningful and impactful changes needed to transform our Title IX and other anti-discrimination policies, procedures, infrastructure, culture and climate within the Chancellor's Office and our 23 universities.

As such, the CSU has established a work group at the Chancellor's Office to develop procedures, infrastructure, systems, and training to address other conduct of concern at the system and individual campus level. Representatives of UAW will be invited to meet with members of the work group to present concerns regarding other conduct of concern. The parties will agree upon the date, time, and location of the meeting. The meeting will take place by December 15, 2023.

Tentative Agreement. Date: 9/30/2023. For UAW:



Handwritten signatures for UAW representatives, including the name Claire Rogers.

CSU / UAW
07/10/2023

For each and every article in the Collective Bargaining Agreement, the parties agree to revise the use of binary gender pronouns in favor of gender-neutral pronouns. This will be accomplished before publishing the agreement.

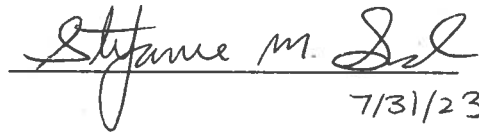
For UAW:

For the California State University:



7/21/23

Lark Winner



7/31/23