

## Memorandum of Understanding Out of State Employment Policy

This Agreement (“Agreement”) is entered into between the Board of Trustees of the California State University (“University”) and California State University Employees Union (“CSUEU”), both of whom are designated collectively as the “Parties” to this Agreement, regarding the Out of State Employment Policy (“Policy”).

As a result of meeting and conferring, the Parties agree to the following:

1. CSUEU represented employees hired on or before December 31, 2021, who were hired to work from a location outside the State of California are exempt from the Policy.
2. The CSU retains the right to require CSUEU represented employees who relocated outside the State of California during the COVID-19 pandemic and who worked on campus or from a location within the State of California prior to January 1, 2022, to return to work in the State of California.
3. The Parties have fully satisfied their obligation to meet and confer regarding the implementation of the Policy.
4. This MOU does not alter or abridge the rights and obligations contained in the January 18, 2018 – June 30, 2022 Collective Bargaining Agreement between the Parties.
5. Any dispute about the effect, interpretation or application of this MOU shall be resolved through the grievance procedure contained in Article 7 of the Parties’ CBA in effect at the time the dispute arises.

For the CSUEU:

*Jessica Westbay*  
Jessica Westbay (Dec 3, 2021 13:07 PST)  
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Jessica Westbay  
Vice President for Representation

  
Edward Burke (Dec 3, 2021 12:52 PST)  
\_\_\_\_\_  
Ned Burke  
Director of Representation

For the California State University:

*Christina Checél*  
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Christina Checél  
Associate Vice Chancellor, Labor Relations

  
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Julie Doi  
Director of Labor and Employee Relations

Final  
12/3/21

*Brenda Brown*

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Brenda C. Brown  
Labor Relations Representative, Lead



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Diva Sanchez-Trevino  
Manager, Systemwide Labor Relations

*Tessy Reese*

[Tessy Reese \(Dec 3, 2021 12:42 PST\)](#)

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Tessy Reese  
Bargaining Unit 2 Chair

*Pamela Robertson*

[Pamela Robertson \(Dec 3, 2021 13:39 PST\)](#)

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Pam Robertson  
Bargaining Unit 2 Vice-Chair

*Tyree Mikes*

[Tyree Mikes \(Dec 3, 2021 13:13 PST\)](#)

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Tyree Mikes  
Bargaining Unit 5 Chair

*Don Moreno*

[Don Moreno \(Dec 3, 2021 16:53 PST\)](#)

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Don Moreno  
Bargaining Unit 5 Vice-Chair

*Dawn McCulley*

[Dawn McCulley \(Dec 8, 2021 15:08 PST\)](#)

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Dawn McCulley  
Bargaining Unit 7 Chair

*John Ciulik*

[John Ciulik \(Dec 7, 2021 16:28 PST\)](#)

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John Ciulik  
Bargaining Unit 7 Vice-Chair

*Martin Brenner*

[Martin Brenner \(Dec 3, 2021 17:35 PST\)](#)

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Martin Brenner  
Bargaining Unit 9 Chair

*Andrea Skinner*

[Andrea Skinner \(Dec 6, 2021 20:04 PST\)](#)

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Andrea Skinner  
Bargaining Unit 9 Vice-Chair