MEMORANDUM OF UNDERSTANDING

ARBITRATION FOR UNIT 3 GRIEVANCES AND DISCIPLINE APPEALS

In recognition of having reached a Tentative Agreement (TA), the California Faculty Association (CFA) and the California State University (CSU) (collectively, the parties) agree to the following:

WHEREAS, the Collective Bargaining Agreement (CBA) expired on September 30, 2021, and

WHEREAS, the parties reached a TA on December 17, 2021, and

WHEREAS, there are and will be a number of grievances and discipline appeals filed after September 30, 2021 and before the expected ratification of a successor CBA, and

WHEREAS, the parties have a mutual interest in consistent and fair resolutions of grievances and discipline appeals,

The parties agree that CFA can use the arbitration procedures set out in Articles 10 and 19 (of the successor CBA) for grievances or discipline appeals initially filed after September 30, 2021 and prior to the expected 2022 ratification date.

Any discipline appeals filed to the State Personnel Board (SPB) by CFA after September 30, 2021 and prior to the execution of this MOU may be withdrawn at SPB by January 30, 2022. CFA shall notify CSU within 10 days of the SPB withdrawal that the appeal has been withdrawn at the SPB and the appeal is refiled to arbitration, consistent with Article 19, without arbitrability or procedural challenges from either party as it relates to the arbitration filing.

For the California Faculty Association:  For the California State University:

Kathy Sheffield  Joseph J. Jelincic III
Director of Representation and Bargaining  Senior Director, Collective Bargaining

Date: 01/12/2022  Date: 01/11/2022