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

On February 10, 2022, the California State University (“CSU”) provided notice to the California Faculty Association (“CFA” 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 CFA agree to the following for CFA-represented employees:

1. SPSL may be used for the reasons permitted under SB 114 and may be applied retroactively to January 1, 2022.
2. The CSU agrees to extend the expiration of COVID-19 SPSL provided in SB 114 through December 31, 2022.
3. 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.
4. Rehired Annuitants are entitled to all rights provided by SB 114, but due to CalPERS rules and restrictions they cannot receive the CSU provided enhancements contained in paragraphs 2 and 3 of this agreement.
5. CFA agrees that the CSU has met its obligation to meet and confer over the above subjects, including the implementation and impacts of SB 114.
6. Disputes alleging a violation, misinterpretation, or misapplication of this agreement shall be subject to the grievance procedure in the CBA between CFA and the CSU in effect at the time the dispute arises. Other disputes alleging a violation, misinterpretation, or misapplication of SB 114 shall be subject to enforcement set forth in SB 114 by filing a claim with the Labor Commissioner’s Office/California Department of Industrial Relations.

For the CFA:  

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Kathy Sheffield  
Director of Representation and Bargaining  Mar 9, 2022

For the CSU:  

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Christina Checel  
Associate Vice Chancellor Labor and Employee Relations  Mar 9, 2022

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Steve James  
Labor Relations Advisor  Mar 9, 2022

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Joseph Jelincic  
Assistant Vice Chancellor, Collective Bargaining  Mar 9, 2022

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Hector Fernandez  
Manager of Systemwide Labor Relations  Mar 10, 2022

[Signature]