

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:



Mar 9, 2022

Kathy Sheffield
Director of Representation and Bargaining

For the CSU:



Mar 9, 2022

Christina Checel
Associate Vice Chancellor Labor and
Employee Relations



Mar 9, 2022

Steve James
Labor Relations Advisor



Mar 9, 2022

Joseph Jelincic
Assistant Vice Chancellor, Collective Bargaining



Mar 10, 2022

Hector Fernandez
Manager of Systemwide Labor Relations