MEMORANDUM OF UNDERSTANDING

2021 Extension Agreement Contract Negotiations

California State University
&
Teamsters Local 2010

June 30, 2022

This agreement is between California State University ("CSU") and Teamsters Local 2010 ("Teamsters"), both of whom are collectively referred to as the "Parties." The June 24, 2020, Collective Bargaining Agreement extension contained a salary reopener provision that was subsequently triggered.

As a result, the Parties have tentatively agreed modify Article 24 (Salary) as follows, subject to ratification by the CSU Board of Trustees and Teamsters:

For Fiscal year 2021/2022, effective on June 30, 2022 at 11:59 p.m., (i) all bargaining unit members in active pay status, or on leave, as of the date of ratification of this Agreement, shall have their individual salary rate increased by four percent (4%).

In lieu of pay from July 1, 2021 to June 30, 2022 all bargaining unit employees with a 1.0 timebase or greater, in active pay status, or on leave as of June 30, 2022, are entitled to a one-time payment of up to $2,907. Payments will be pro-rated for both the number of months worked and for employees who were less than a 1.0 timebase from July 1, 2021 through June 30, 2022. For hourly intermittent employees, the formula for determining the pro-rata amount is as follows:

i. Determining the FTE: The total number of hours worked by the employee for the twelve pay periods from July 1, 2021 through June 30, 2022 divided by the number of total work hours in the twelve-month period of time = FTE for twelve-month period.

ii. Determining the Payment Amount: The $2,907 one-time payment is then pro-rated based on the FTE determined by the formula above.

iii. The maximum amount an employee may receive is $2,907.

Rehired annuitants are not eligible for the one-time payment pursuant to California Government Code 21224 and CalPERS determination of the law.
The parties also tentatively agree to maintain status quo on Article 25 (Benefits).

In addition, Teamsters agree to withdraw Charge No. LA-CE-1369-H (filed 12/6/21) and Charge No. LA-CE-1374-H (filed 4/22/22).