

MEMORANDUM OF UNDERSTANDING

Tentative Agreement Between The United Auto Workers and The California State University

The United Auto Workers, Local 4123 (UAW) and the Board of Trustees of the California State University (CSU) agree to extend the terms and conditions of the November 13, 2018 thru September 30, 2020 Collective Bargaining Agreement (CBA) up to and including September 30, 2021. The Parties further tentatively agree to the following:

1. **Article 18 – Salary:**

a. General Salary Increase:

There will be no General Salary Increase (GSI) during this extension period.

b. Instructional Student Assistant Salary Range Modification:

Currently the minimum of the salary range for Instructional Student Assistant is \$14.00/hour.

If the State of California increases the state minimum wage on January 1, 2021 from the current \$13.00/hour to \$14.00/hour, then the CSU shall increase the salary range for Instructional Student Assistant by \$1/hour. Effective January 1, 2021, any employee whose salary is below the minimum of the range shall be increased to the minimum.

2. The CSU acknowledges that changes in the workplace as a result of COVID-19 may result in an obligation to meet and confer with UAW over the impacts of these changes. The CSU agrees to meet and confer with UAW as required by the Higher Education Employer-Employee Relations Act (HEERA).

3. The Parties agree to modify provision 27.3 as follows:

Written notice shall be given by either party seeking to commence negotiations on a successor contract no earlier than February 1, 2021, and no later than March 1, 2021.


4. The Parties agree to modify provision 27.4 as follows:


The parties shall exchange initial proposals no later than fourteen days before the March 2021 CSU Board of Trustees Meeting.


5. This Tentative Agreement shall only go into effect upon ratification of both Parties.

For UAW:


For CSU:



Sandip Roy (Jul 16, 2020 17:19 PDT)
Sandip Roy
President


Joseph J. Jelincic (Jul 16, 2020 17:13 PDT)
Joseph J. Jelincic III
Sr. Manager of SW Labor Relations /
Collective Bargaining


James Banks (Jul 16, 2020 21:21 PDT)
James Banks
International Representative

Lark Winner
Lark Winner (Jul 16, 2020 17:28 PDT)
Lark Winner
Executive Board Member


Adwitiya Singh (Jul 16, 2020 17:36 PDT)
Adwitiya Singh
Executive Board Member



Jane Lee (Jul 16, 2020 17:38 PDT)
Jane Osaka
Executive Board Member


William Christensen (Jul 16, 2020 17:31 PDT)
William Christensen
Executive Board Member




Maya Herrera (Jul 17, 2020 11:03 PDT)

Maya Herrera
Executive Board Member



Oliver Tripp (Jul 16, 2020 17:17 PDT)

Oliver Tripp
Executive Board Member



Nathaniel Rogers (Jul 17, 2020 12:39 EDT)

Nathaniel Rogers
Executive Board Member