

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE BOARD OF TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY
AND
THE INTERNATIONAL UNION OF OPERATING ENGINEERS
STATIONARY ENGINEERS
LOCAL 39, AFL-CIO**

This memorandum of understanding confirms an understanding reached between the Board of Trustees of the California State University ("CSU") and the International Union of Operating Engineer - Stationary Engineer, Local 39, AFL-CIO ("Local 39"), collectively "the parties".

The parties entered into Re-Opener Negotiations in accordance with Article 24.4(c) of the November 9, 2021 – June 30, 2024 Collective Bargaining Agreement between the CSU and Local 39. As the result of these negotiations, the parties agreed to make the following revisions to the November 9, 2021 – June 30, 2024 Collective Bargaining Agreement effective July 1, 2023.

All revisions to the November 9, 2021 – June 30, 2024 Collective Bargaining are indicated by Track Change, as follows: deletions are marked with a strikethrough, and additions are marked with underline.

{revisions start}

ARTICLE 24

SALARY

General Salary Increase

24.4 A General Salary Increase (GSI) is a percentage increase applied to the individual salary rates of all bargaining unit members and to the Salary Schedule as provided in 24.3 above.

All employees in the bargaining unit shall receive a General Salary Increase (GSI) as follows:

- a. For fiscal year 2021/2022 and effective July 1, 2021 all bargaining unit employees in active pay status, or on leave as of that date, shall have their individual salary rate increased by three percent (3.0 %).

- b. For fiscal year 2022/2023 and effective July 1, 2022 all bargaining unit employees in active pay status, or on leave as of that date, shall have their individual salary rate increase of up to five percent (5%), depending on the State budget allocation to the CSU.

A calculation will be conducted based on the State of California's final Budget Act of 2022, which has an expected enactment date between June 27, 2022 and September 30, 2022. This calculation will determine the new, unallocated, ongoing funding for the CSU from the State.

Once the new, unallocated, ongoing funding from the state is obtained and determined, the formula for General Salary Increases for 2022/2023 will be as follows:

<u>New, Unallocated, Ongoing State Funding</u>	<u>GSI</u>
1. \$300,000,000 or more	5% GSI
2. \$200,000,000 to \$299,999,999	4% GSI
3. \$199,999,999 or less	Re-opener

- c. For fiscal year 2023/2024 ~~the union shall have the option to re-open negotiations on Article 24 and 25 (Salary and Benefits) by providing a written request to CSU no sooner than June 1, 2023, and no later than August 31, 2023, and effective July 1, 2023, all bargaining unit employees in active pay status, or on leave as of that date, shall have their individual salary rate increased by five percent (5%).~~

The salary scale maximums for all classifications shall be increased by the amount of General Salary Increases. The salary scale maximums for all classifications shall be increased by the amount of the General Salary Increases. These changes will be effective as of the date of the General Salary Increase in each fiscal year of this Agreement. Salary scale minimums for all classifications will remain unchanged for each fiscal year of this Agreement.

Upon ratification of this Agreement, CSU will work with the State Controller's Office to undertake the processing necessary to implement the terms of this Agreement in as timely a manner as possible.

{revisions end}

The parties agree that no other revisions are agreed to or implied. All other provisions of the 2021-2024 Collective Bargaining Agreement remain status quo, unchanged, and shall be carried forward.

Except as provided herein, terms of this memorandum of understanding shall be effective July 1, 2023, and shall continue in effect to and including June 30, 2024.

This MOU is tentative until ratified by both the CSU and Local 39.

IN WITNESS WHEREOF, the parties hereto, by their authorized representatives have executed this Memorandum of Understanding to the 2021-2024 Collective Bargaining Agreement on this 24th Day of October 2023.

The California State University

**International Union of Operating
Engineers, Stationary Engineers, Local 39,
AFL-CIO**



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