

11:30 CSU-UAW

Memorandum of Understanding:

For UAW
9-28-16

The CSU and UAW are committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. Toward that end, the parties agree to meet three times a year to discuss issues of mutual concern, including but not limited to, the provision and access to gender neutral bathrooms; the provision of lactation stations for the use of Unit 11 employees pursuant to HR 2011-03; and the publication/dissemination by the campus of the location of these facilities to all Unit 11 members.

For CSU

For UAW

Michael Caldwell 9/28/16
Prof. [Signature] 9/28/16

[Signature]
[Signature]
[Signature]
Sandeep Roy
[Signature]
[Signature]

**MEMORANDUM OF UNDERSTANDING
INTERDISCIPLINARY TEACHING ASSOCIATES**

The parties agree to modify the language that appears in Coded Memorandum HR 2005-30, paragraph 3.

The Teaching Associate classifications are limited to degree-seeking graduate students in the academic department in which they are employed to perform instruction and who are employed because they are degree-seeking students in that department. Degree-seeking graduate students who are enrolled in interdisciplinary degree programs may be hired as Teaching Associates for departments that comprise their interdisciplinary programs. Teaching Associates must be registered in a CSU graduate degree program and must be enrolled in courses towards the completion of that graduate degree during the teaching associate appointment period. This includes students enrolled in CSU courses through CSU extension, if the courses are taken for credit toward completion of the CSU graduate degree. The Teaching Associate classifications also are available for graduate students enrolled in courses during the summer and for graduate students who will be continuing their enrollment in the fall term. Students enrolled in credential programs and students enrolled in graduate programs outside the CSU are not eligible for this classification.

MEMORANDUM OF UNDERSTANDING

The United Auto Workers (UAW) and California State University (CSU) agree to the following:

It is the intent of the parties that Graduate Assistants who were previously appointed in classification 2355 (Graduate Assistant) on semester, quarter, or academic year appointments not suffer financial loss as a result of being appointed in the Graduate Assistant-Monthly (2325, 2326) classifications. The university shall adjust the pay rate of Graduate Assistants whose appointments in classifications 2325 or 2326 are for time periods spanning a semester, quarter, or academic year to provide for the equivalent total gross pay that would have been realized in classification 2355 for an equivalent appointment, plus any applicable General Salary Increases.

If a campus provides fee waivers to Graduate Assistants under Executive Order 611, the campus shall continue to appoint those Graduate Assistants receiving fee waiver in classification 2355.

The parties agree to create a new Teaching Associate classification (Teaching Associate – Extended Education) that will be reserved for use for employment of Teaching Associates in for-credit Extended Education programs, including Special Sessions as defined in Executive Order 1047 or its successor(s). Teaching Associates appointed in summer sessions operated through Extended Education will continue to be appointed in classification 2324. Pay rates for Teaching Associates who hold or previously held appointments in classification 2354 (Teaching Associate – Academic Year) will be determined based on the number of Weighted Teaching Units (WTU) taught:

- Semester campuses: Salary per WTU = annual full-time equivalent salary /30
- Quarter campuses: Salary per WTU = annual full-time equivalent salary/45

Time base shall be determined according to the number of WTUs taught and the length of the session; at semester campuses, full time shall be considered a teaching assignment of 1 WTU per week, and at quarter campuses, full time shall be considered a teaching assignment of 1.5 WTU per week.

Conditions of appointment for Teaching Associates – Extended Education: The President or designee may cancel classes based on budget or enrollment. If an appointment is cancelled or reduced based on budget or enrollment, the Teaching Associate shall be compensated on a pro-rata basis for any classes taught.

James Banks
International Representative
United Auto Workers

Date

John Swarbrick
Associate Vice Chancellor
California State University

Date

CSU 2
9/30/18

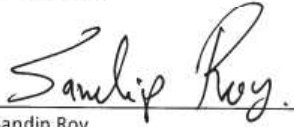
Memorandum of Understanding

The California State University is committed to being an inclusive and intercultural institution of higher education that is enhanced by our global community.

The CSU and UAW agree to meet each spring, summer, and fall to discuss immigration issues and other areas of concern pertaining to international Academic Student Employees during the life of the 2018-2020 Collective Bargaining Agreement. The parties will agree upon the date, time, and location of the meeting.

Where the parties agree that additional meetings are necessary, the parties shall set a mutually agreed upon time, date, and location of the meeting.

For the UAW:



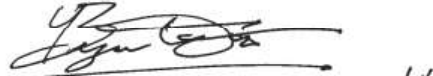
Sandip Roy
President
UAW Local 4123

Date: 07/30/2018.




James Banks
UAW International Representative
UAW Local 4123

Date:



Benjamin Dantes
Special Secretary
UAW Local 4123

9/30/18



Brian Huang
Guide
UAW Local 4123

9/30/18

For the CSU:



Thomas Le
Systemwide Labor Relations Manager

Date: 2/30/18



Carl Fisher
Senior Director, Academic Personnel

Date: 9/30/18



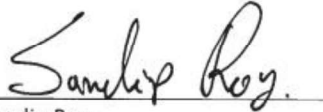
Joseph J. Malinck III
Senior Manager of Systemwide Labor
Relations/Collective Bargaining Specialist

Date: 9/30/18

Side Letter

Within 30 days after ratification, and upon request of UAW, the parties agree to reopen Article 24 (Union Security) for the limited purpose of bargaining regarding additional voluntary paycheck deductions.

For the UAW:




Sandip Roy
President
UAW Local 4123

Date: 09/30/2018




James Banks
UAW International Representative
UAW Local 4123

Date:



Benjamin Dantoko
Financial Secretary
UAW Local 4123 9/30/18



Brian Huang
Guide
UAW Local 4123 9/30/18

For the CSU:



Thomas Le
Systemwide Labor Relations Manager

Date: 9/30/18



Carl Fisher
Senior Director, Academic Personnel

Date: 9-30-18



Joseph J. Jelincic III
Senior Manager of Systemwide Labor
Relations/Collective Bargaining Specialist

Date: 9/30/18

Memorandum of Understanding

The California State University recognizes the unique position that academic student employees hold within the university as both students and employees. The CSU is committed to a healthy work environment that promotes mutual respect and positive working relationships.

The CSU Chancellor's Office representatives and UAW agree to meet once each semester through the 2021-2022 and 2022-2023 academic years to discuss ways to encourage a healthy work environment as it relates to Academic Student Employees in the CSU. The parties will agree upon the date, time, and location of the meeting.

To the extent the parties agree that additional meeting(s) during the 2021-2022 and 2022-2023 academic years are necessary, then the parties shall set a mutually agreed upon time, date, and location of the meeting(s).

Memorandum of Understanding

The California State University recognizes the unique position that academic student employees hold within the university as both students and employees. The CSU is committed to a healthy work environment that promotes mutual respect, positive working relationships and a sustainable school-work-life balance.

Union representatives may request to meet with the appropriate campus human resources or faculty affairs administrator(s) or with Labor Relations personnel in the Office of the Chancellor during the 2023-2024 academic year to discuss campus parking, transit programs and priority registration as it pertains to UAW-represented employees. The campus human resources or faculty affairs administrator(s) may invite other administrators to participate in the meeting(s) as appropriate. The parties will agree upon the date, time, and location of the meeting(s). The meeting(s) will take place within 60 days of the request to meet, or otherwise mutually agreed upon.

To the extent the parties agree that additional meeting(s) during the 2023-2024 and 2024-2025 academic years are necessary, then the parties shall set a mutually agreed upon time, date, and location of the meeting(s).

MEMORANDUM OF UNDERSTANDING

To strengthen its systems of care and compliance, in 2022 and 2023 the CSU engaged Cozen O'Connor to conduct a systemwide assessment of its Title IX and Discrimination, Harassment and Retaliation (DHR) programs. The report identifies core observations and recommendations for improvements at both the system and university levels. The CSU remains committed to making the meaningful and impactful changes needed to transform our Title IX and other anti-discrimination policies, procedures, infrastructure, culture and climate within the Chancellor's Office and our 23 universities.

As such, the CSU has established a work group at the Chancellor's Office to develop procedures, infrastructure, systems, and training to address other conduct of concern at the system and individual campus level. Representatives of UAW will be invited to meet with members of the work group to present concerns regarding other conduct of concern. The parties will agree upon the date, time, and location of the meeting. The meeting will take place by December 15, 2023.