

APPENDIX D-11

MEMORANDUM OF UNDERSTANDING

Cumulative Length of Service

CSU and Teamsters agree to clarify the definition of “Target Step” in Provision 24.X2 and 24.X3 of the tentative agreement reached between CSU and Teamsters Local 2010 on January 19, 2024 as set forth below and contained in the Attached Article 24.

The term “Target Step” refers to the salary step that corresponds to the employee’s length of cumulative service in their current classification at their current campus (as of October 1, 2024).

Cumulative length of service excludes:

- Time spent at another CSU campus.
- Time spent in a different classification and/or skill level (including Teamsters and/or non-Teamsters classifications).
- Any time prior to a break in service. A break in service is an employment separation of, or employment at another CSU campus, of six months or more.

Exceptions to exclusions:

- When an employee is in a classification that originated after the abolishment of a prior classification, time in said abolished classification shall be counted when calculating cumulative service to establish Target Step.
- In the event that an employee utilized retreat rights during a layoff scenario, time in the higher classification shall be used for purposes of calculating placement on the step scale.
- In the event that an employee was on the layoff list and returned to their same classification through the rehire list, regardless of length of separation, all time in the classification prior and after the layoff shall be used for purposes of step placement. The period of time on the layoff list shall not be included in the calculation of cumulative time.

Modifications to the above definition may be made by mutual agreement.

The CSU will provide the union with a list of employees and their identified length of service in their current classification at their current campus. The union is encouraged to bring any concerns to the attention of the University for its evaluation. These concerns should be brought forward within thirty (30) days of receiving the list.