

**MEMORANDUM OF UNDERSTANDING  
ATHLETICS TESTING PROGRAM**

The California State University (“CSU” or “Employer”) and the California State University Employees Union (“CSUEU” or “Union”) agree to the following:

**A. Athletics Testing Program**

1. This MOU applies to COVID-19 testing and related safety procedures to permit athletics events which shall be called the “Athletics Testing Program”.
2. Each campus shall develop the testing procedures and schedule for their campus.
3. Each campus shall identify employees subject to the Athletics Testing Program.
4. Each campus shall make available program guidelines and schedules, including any restrictions on travel or activities and instructions for isolation/quarantine to employees in the Athletics Testing Program.
5. Absent a requirement under the Cal OSHA General Industry Safety Orders, Section 3205, if the employer orders an employee to stay off-campus pursuant to a campus Athletics Testing Program, the employee should be provided telework and shall not be required to use their own leave accrual.
6. Employees shall be provided with Personal Protective Equipment (PPE) at N95 or better when required by Cal OSHA, the CDC, or other applicable laws, orders and regulations.
7. The parties acknowledge that PPE may require appropriate fit-testing and grooming requirements in accordance with Cal OSHA regulations.
8. Employees who work in assignments that come into frequent contact with potentially COVID-19 contaminated material shall be granted reasonable clean-up time.
9. The Union shall be provided with copies of documents provided pursuant to provision A. 2 (testing procedures and schedule).

**B. Compliance with Regulations**

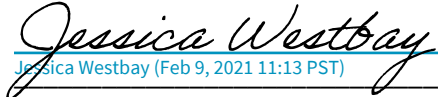
1. The CSU shall follow Cal OSHA General Industry Safety Orders, Section 3205, which includes, but is not limited to, requirements for isolation, quarantine, testing, and exposure notification.
2. The CSU shall follow California Department of Public Health’s COVID-19 Industry Guidance: Institutions of Higher Education, dated September 30, 2020.  
(<https://files.covid19.ca.gov/pdf/guidance-higher-education--en.pdf>)
3. Employer-ordered testing may be required under Cal OSHA General Industry Safety Orders, Section 3205 and the MOU between CSUEU and CSU dated January 8, 2021.

**C. General Provisions**

1. This MOU shall remain in effect for the period that the CSU utilizes the Athletics Testing Program. CSU shall provide thirty (30) days' notice of the termination of the Athletics Testing Program.

2. The parties agree to resume negotiations on wages, hours, working conditions and classification standards for Athletic Trainers within sixty (60) days of signing this MOU.
3. CSUEU agrees not to file an unfair labor practice for implementation of any Athletics Testing Program prior to adoption of this MOU.
4. CSUEU agrees that this MOU satisfies the concerns regarding Athletic Testing Programs contained within the Omnibus grievance filed at level III on April 13, 2020.
5. CSUEU agrees that the CSU has met its obligation to meet and confer at all campuses over these subjects.
6. Disputes regarding violation, misinterpretation or misapplication of this agreement shall be subject to the grievance procedure in the CBA.

For CSUEU:



[Jessica Westbay \(Feb 9, 2021 11:13 PST\)](#)

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Jessica Westbay  
Vice President for Representation



[Tessy Reese \(Feb 9, 2021 11:02 PST\)](#)

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Tessy Reese  
Bargaining Unit 2, Chair



[Pam Robertson \(Feb 12, 2021 10:29 PST\)](#)

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Pam Robertson  
Bargaining Unit 2, Vice Chair



[Fortunato Garcia \(Feb 15, 2021 09:08 PST\)](#)

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Fortunato Garcia  
Bargaining Unit 5, Chair



[Don Moreno \(Feb 9, 2021 18:18 PST\)](#)

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Don Moreno  
Bargaining Unit 5, Vice Chair

For the CSU:



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Christina Checcl  
Associate Vice Chancellor, Labor Relations



[Joseph J. Jelincic \(Feb 9, 2021 10:58 PST\)](#)

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Joseph J. Jelincic III  
Senior Director, Collective Bargaining



[Julianne Doi \(Feb 9, 2021 14:21 PST\)](#)

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Julie Doi  
Director, Labor and Employee Relations



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Steve James  
Labor Relations Adviser

Final  
02/09/2021

*Tony Spraggins*

[Tony Spraggins \(Feb 10, 2021 07:38 PST\)](#)

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Tony Spraggins  
Bargaining Unit 7, Chair

*Dawn McCulley*

[Dawn McCulley \(Feb 9, 2021 13:07 PST\)](#)

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Dawn McCulley  
Bargaining Unit 7, Vice Chair

*Richard McGee*

[Richard McGee \(Feb 21, 2021 01:40 PST\)](#)

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Rich McGee  
Bargaining Unit 9, Chair

*Martin Brenner*

[Martin Brenner \(Feb 9, 2021 19:14 PST\)](#)

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Martin Brenner  
Bargaining Unit 9, Vice Chair

*Brian Young*

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Brian Young  
Senior Labor Relations Representative

*Brenda Brown*

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Brenda Brown  
Lead Labor Relations Representative