

## CSU / CSUEU MOU

### Classification Review for Employees

#### Under the CSU/CSUEU MOU: *Third-party vendor to develop classifications with corresponding standards*

This Memorandum of Understanding ("MOU") is entered into by and between the Board of Trustees of the California State University ("CSU") and the California State University Employees Union ("CSUEU") (hereinafter referred to as the "Parties").

On October 11, 2023, the Parties entered into a MOU entitled "*Third-party vendor to develop classifications with corresponding standards*" (hereinafter referred to as the "New Classification MOU"). Pursuant to the New Classification MOU, the Parties met and conferred to develop the classifications set forth in Appendix A. From March to September 2025, employees were identified for reclassification into new classifications to be effective October 1, 2025. Following their reclassification notification, employees were able to make inquiries regarding their classification placement.

The CSU retains the right to modify employees' job duties, responsibilities, or skill levels in the normal course of business, when permitted by the CBA. However, the implementation of the new classifications was not intended to serve as a basis for altering or modifying employees' existing job duties, responsibilities, or skill levels.

The Parties have agreed as follows:

#### Agreement

1. Employees, who believe that they were not properly classified under the New Classification MOU, are entitled to request a position classification review pursuant to Provisions 9.23 through 9.29 of the Collective Bargaining Agreement ("CBA").
2. Nos. 3 through 5 will apply to requests submitted during the period of October 1, 2025 through January 16, 2026.
3. If an employee's request for reclassification is granted, the employee's cumulative length of service shall be calculated as though the employee had been reclassified during the New Classification MOU process and the change will be effective retroactive to October 1, 2025. (This could result in a change in salary that includes a decrease in salary retroactive to October 1, 2025).
4. If as a result of the classification review, an employee's cumulative length of service is calculated as though the employee had been reclassified during the New Classification MOU, the employee shall not be entitled to salary increases as set forth in Provision

11/12/2025

9.22 of the CBA. Nos. 3 and 4 only applies to those employees who changed classification or believed they should have changed classification on October 1, 2025 as a result of the New Classification MOU process.

5. Nos. 3 and 4 of this MOU will only apply if the reclassification decision is based on the job duties that were in effect prior to October 1, 2025.
6. The reclassification decision(s) are not subject to Article 7 (Grievance Procedure) of the CBA, unless the grievant alleges the terms of the CBA or MOU have been violated, misinterpreted, or misapplied.

For the CSUEU:

For the CSU:

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Andrew Heller (Nov 12, 2025 19:28:47 PST)

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Tessy Reese (Nov 12, 2025 20:10:36 PST)

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Chair Unit 2

Pam Robertson  
Pam Robertson (Nov 13, 2025 16:05:32 PST)

Pam Robertson 13/11/25  
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Don Moreno  
Don Moreno (Nov 13, 2025 20:00:05 PST)

Don Moreno 13/11/25  
Chair Unit 5

Amanda Sanchez  
Amanda Sanchez (Nov 12, 2025 20:54:53 PST)

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Vice Chair Unit 5 12/11/25

11/12/2025

*Dawn McCulley*  
Dawn McCulley (Nov 13, 2025 13:39:37 PST)

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Dawn McCulley 13/11/25  
Chair Unit 7

*Rachel Hart*  
Rachel Hart (Nov 13, 2025 14:07:23 PST)

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Rachel Hart 13/11/25  
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*Andrea Skinner*  
Andrea Skinner (Nov 12, 2025 20:29:37 PST)

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Chair Unit 9

*Hope Hardwick*  
Hope Hardwick (Nov 13, 2025 09:01:03 PST)

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Vice Chair Unit 9 13/11/25