

**CSUEU/CSU MEMORANDUM OF UNDERSTANDING
BARGAINING UNIT IMPACTS OF TELECOMMUTING DURING THE COVID-19 PANDEMIC**

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

Mandatory Telecommuting

1. As a result of COVID-19, the parties understand that employees may be required to perform their normally assigned duties by telework.
2. The appropriate administrator shall identify if additional equipment or supplies are necessary for the assignment. An employee who needs additional equipment or supplies to telework, must discuss the issue with their appropriate administrator. If additional equipment or supplies are deemed necessary by the appropriate administrator, then the appropriate administrator may:
 - A. provide the necessary equipment or supplies; or
 - B. authorize employee expenditure and subsequent reimbursement for the necessary equipment or supplies; or
 - C. provide an alternate work location that has the necessary supplies and equipment.

Necessary equipment or supplies may include internet and wireless expenses. If an employee expenditure is authorized, appropriate documentation may be required. Equipment or supplies reimbursed by the CSU shall be the property of the CSU and shall be used for business purposes.

3. An employee who paid for business-related expenses associated with telework prior to the signing of this MOU, that the appropriate administrator determines would have been approved had preapproval been sought, shall be reimbursed for those expenses upon submission of a normal expense reimbursement request and any required documentation.
4. CSUEU withdraws with prejudice the PERB charges in LA-CE-1351-H (Telecommuting).
5. CSUEU agrees that this MOU satisfies the concerns regarding emergency telecommuting contained within the Omnibus grievance filed at level III on April 13, 2020.
6. CSUEU agrees that the CSU has met its obligation to meet and confer at all campuses over this subject.
7. Disputes regarding violation, misinterpretation or misapplication of this agreement shall be subject to the grievance procedure in the CBA.

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Final
12/22/2020

For CSUEU:


[Jessica Westbay \(Dec 23, 2020 21:17 PST\)](#)

Jessica Westbay
Vice President for Representation



[Tessy Reese \(Dec 23, 2020 19:48 PST\)](#)

Tessy Reese
Bargaining Unit 2, Chair



[Pamela Robertson \(Dec 24, 2020 07:58 PST\)](#)

Pam Robertson
Bargaining Unit 2, Vice Chair



[Fortunato Garcia \(Dec 24, 2020 18:04 PST\)](#)

Fortunato Garcia
Bargaining Unit 5, Chair



[Don Moreno \(Dec 29, 2020 00:47 PST\)](#)

Don Moreno
Bargaining Unit 5, Vice Chair



[Tony Spraggins \(Dec 26, 2020 14:38 PST\)](#)

Tony Spraggins
Bargaining Unit 7, Chair



Annabelle Siongco
Bargaining Unit 7, Vice Chair

For the CSU:



Christina Checel
Associate Vice Chancellor, Labor Relations



[Joseph J. Jelincic \(Dec 23, 2020 17:28 PST\)](#)

Joseph J. Jelincic III
Senior Director, Collective Bargaining



Steve James
Labor Relations Advisor

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Rich McGee
[Rich McGee \(Dec 23, 2020 18:46 PST\)](#)

Rich McGee
Bargaining Unit 9, Chair

Martin Brenner
[Martin Brenner \(Jan 8, 2021 14:08 PST\)](#)

Martin Brenner
Bargaining Unit 9, Vice Chair

Brian Young

Brian Young
Senior Labor Relations Representative

Brenda Brown

Brenda Brown
Lead Labor Relations Representative