

SIDE LETTER OF AGREEMENT #5
Third-party vendor to develop classifications with
corresponding standards

The CSU shall contract with a third-party vendor to develop classifications with corresponding standards based on the recommendations in the Mercer staff study as set forth in the attached list, which may be amended by mutual agreement of the parties. If the parties agree to amend the list, every effort should be made to provide these amendments within 30 days from complete tentative agreement. Both parties shall have the right to provide information to the vendor during the process of developing classifications and standards.

The CSU, by March 30, 2024 or sooner, will provide the union those proposed classifications and their corresponding standards. The parties shall endeavor to complete any meet and confer obligations within six months of the union's receipt of those proposed classifications and standards. If the meet and confer process is not completed within the 6 months, the implementation of steps may be delayed one month for each month of the delay. Employees will not be entitled to more than three months of retroactive pay as a result of such a delay in step implementation.

Assuming that the above meet and confer process is finished within six months, it is anticipated that campuses will be completed with reclassification and initial placement no later than March 30, 2025. Once campuses have completed the reclassification and initial placement for all represented employees, the union will be given three months to review and present concerns or proposed changes.

The parties acknowledge that Appendix P1 will need to be modified to reflect the outcome of this process.