

## **SIDE LETTER OF AGREEMENT #3**

### **WORKGROUP REGARDING TEMPORARY EMPLOYEES**

The California State University Employees Union (“CSUEU”) and the California State University (“CSU”), collectively the “Parties,” agree to meet within thirty (30) days of ratification of a successor Collective Bargaining Agreement (CBA) to evaluate temporary employment under Provision 9.6.

The workgroup will be comprised of up to 10 individuals appointed by the CSUEU President and up to 10 individuals appointed by the Vice Chancellor of Human Resources in collaboration with campus Presidents. Appointments may include administrators from campuses as appropriate.

The workgroup will meet quarterly for a period of 18 months. Tentative meeting dates will be scheduled at the first meeting.

The current CBA allows for the appointment of temporary employees. The parties agree that they will work in good faith to examine temporary employment in the CSU. The CSU will present, at minimum, the following metrics:

- Percent of temporary appointments versus permanent appointments, each quarter.
- Percent of employees hired as temporary, excluding intermittent employees & rehired annuitants, each quarter.

A summary of the metrics will also be provided to the Vice Chancellor for Human Resources on a quarterly basis.