

LABOR & EMPLOYEE RELATIONS



COMMUNIQUÉ

MAY 3, 2021

STAFF AND STUDENT BARGAINING UNITS REACH AGREEMENT ON EXPANDED COVID-RELATED LEAVE (ECRL) BENEFIT PROGRAM

Systemwide Human Resources is pleased to announce that all staff bargaining units and the academic student-employee bargaining unit have approved agreements for the ECRL benefit program. Specifically, these agreements cover employees represented by CSUEU, SUPA, IOUE, UAPD and APC.

The agreements provide for a total of 128 hours of paid sick leave, retroactive to January 1, 2021 and available through December 31, 2021. These benefits were provided to all non-represented employees, effective March 29.

Systemwide HR continues to engage in the meet-and-confer process with Unit 3 represented by the California Faculty Association, with the goal of making the expanded leave benefit available to faculty systemwide.

(This update is being distributed to campus presidents and posted on the [Chancellor's Office Labor and Employee Relations webpage](#).)

BACKGROUND

In March, Chancellor Castro acknowledged the need for additional support for faculty and staff due to the persistent challenges of the pandemic.

While talks for a new COVID-related leave benefit program were underway with CSU's employee bargaining units, Governor Gavin Newsom signed SB 95, which entitles a covered employee to 80 hours of COVID-19 supplemental paid sick leave through September 2021, if that employee either works full time or was scheduled to work, on average, at least 40 hours per week.

After enactment of SB 95, Chancellor Castro stated his intent—subject to the meet-and-confer process for represented employees—to expand the benefits conferred under SB 95 by an additional 48 hours and an additional three months, providing a total of 128 hours through December 31, 2021.

After these new benefits took effect on March 29 for non-represented employees, the CSU expedited the meet-and-confer process with the exclusive bargaining agents in order to extend these benefits to represented employees.

For questions on this expanded COVID-related leave program, please contact your campus Human Resources department.