



The California State University

OFFICE OF THE CHANCELLOR

Dear Colleagues,

Over the past year, the pandemic has presented numerous challenges for the CSU's employees, students and the communities we serve. We have continued to follow the science, facts and the guidance of public-health officials to ensure the safety of all, while providing critical programs to support the needs of our valued faculty and staff—who are, of course, integral to advancing the CSU's mission.

During my first months as your Chancellor, I have heard from employees, and I understand the need for additional support to help faculty and staff meet the persistent challenges of the pandemic. From March 2020 through today, many of our employees systemwide have qualified for and utilized the COVID-related leave benefits that the CSU developed and provided in support of all employees.

Talks regarding a new CSU COVID-related leave benefit program are ongoing with most of our employee groups. After we initiated these efforts, Governor Gavin Newsom recently signed SB 95, which provides 80 hours of COVID-related leave for employees through September 2021. As Chancellor, I plan to expand the benefit to a total of 128 hours through December 2021 for full-time employees. These benefits went into effect on March 29, 2021 for non-represented employees and will be retroactive to January 1, 2021.

It is also my intention to provide these expanded benefits to represented employees. However, the CSU must first go through the required meet-and-confer process with the respective unions. I know many employees are eager for details, and I ask for your patience. Please know that benefits under SB 95, and any expansion, will be retroactive to January 1, 2021.

I hope this additional leave benefit will further exemplify the CSU's unwavering dedication to our valued employees, without whom we could not fulfill our mission, especially in these unprecedented times.

Sincerely,

Chancellor
Joseph I. Castro