

Collective Bargaining Agreement

between

**The Board of Trustees
of
The California State University**

and the

**California State University
Employees Union**

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Unit 2 – Health Care Support

Unit 5 – Operations Support Services

Unit 7 – Clerical/Administrative Support Services

Unit 9 – Technical Support Services

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July 31, 2022 – June 30, 2024



**California State University
Employees Union
910 K Street
Sacramento, CA 95814**



**The California State University
Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802-4210**

ARTICLE 15

LEAVES OF ABSENCE WITH PAY

15.1 “Immediate family” as used in this Article shall mean:

- The employee’s spouse or domestic partner;
- The employee, spouse or domestic partner’s: parent, step-parent, grandparent, great-grandparent, sibling, child or grandchild (including foster, adopted and step), parent’s sibling and parent’s sibling’s spouse;
- The employee’s child-in-law;
- A person living in the immediate household of the employee, except domestic employees, roomers, boarders, and/or roommates.

Sick Leave

15.2 Following completion of one (1) month of continuous service, a full-time employee shall accrue eight (8) hours of credit for sick leave with pay. Thereafter, for each additional month of service, eight (8) hours of credit for sick leave with pay shall be accrued.

15.3 Each full-time employee shall be considered to work not more than forty (40) hours each week. Employees who are appointed less than full-time shall accrue credit for sick leave with pay on a pro rata basis.

15.4 Sick leave may be accumulated without limits, and no additional sick leave with pay beyond that accumulated shall be granted except as provided for in Provision 15.8.

15.5 An employee shall be responsible for reporting an absence to the Appropriate Administrator as soon as possible in compliance with department and campus policies. The CSU recognizes that extenuating circumstances may prevent an employee from calling in before the start of their shift, but the employee will make every effort to call in as close to the start of the shift as possible.

15.6 An employee shall be responsible for completing and submitting the campus’s required absence documentation to the Appropriate Administrator on the date designated by the Appropriate Administrator.

15.7 An employee may be required to provide a licensed health care provider’s statement or other appropriate verification when absent due to illness/injury. An employee shall not normally be required to provide such a statement or verification for an absence of five (5) consecutive days or less.