

September 16, 2022 - June 30, 2025

Unit 1 –  
Physicians

**UAPD**

Union of American Physicians and Dentists

**Collective Bargaining Agreement**

between the

***BOARD OF TRUSTEES OF  
THE CALIFORNIA STATE UNIVERSITY***

and the

***UNION OF AMERICAN PHYSICIANS AND DENTISTS***



**Union of American Physicians and Dentists  
Southern California Office  
316 W. 2<sup>nd</sup> Street Suite 500  
Los Angeles CA 90012**



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

- 15.8 An employee serving as a court-subpoenaed witness on a holiday or while on vacation, or expert witness in the interest of the CSU, shall not have such service deducted from their accrued vacation or holiday credit.
- 15.9 An employee who is a party to a suit, subpoenaed witness, or who is an expert witness not serving in the interest of the CSU shall appear on their own time. The employee shall be charged vacation or holiday credit, and if no vacation or holiday credit is available, the employee shall be docked for the period of absence.

#### Time Off to Vote

- 15.10 An employee who would otherwise be unable to vote outside of their regular working hours may be granted up to two (2) hours of worktime without loss of pay to vote at a general, direct primary or presidential primary election.

An employee shall be required to request such leave time from the appropriate administrator at least two (2) working days prior to the election.

#### Bereavement Leave

- 15.11 For each death of an immediate family member, upon request to the President, the employee shall be granted five (5) days leave with pay. The employee shall give notice of the need for leave to the appropriate administrator as soon as possible. Upon request, upon return to work, the employee shall provide written notice including the name and relationship of the deceased to substantiate the leave.

- 15.12 A leave granted in accordance with this provision may be supplemented in accordance with bereavement provisions of Article 14, Sick Leave.

- 15.13 The term "Immediate family" as used in this Article shall mean:

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