

July 12, 2022 – June 30, 2025

Unit 8 –
Statewide University
Police Association

SUPA

Collective Bargaining Agreement

between the

**Board of Trustees of
the California State University**

and the

Statewide University Police Association



**Statewide University Police Association
P.O. Box 872
Rocklin, CA 95677-0872**



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

calendar year, up to five (5) days of accrued sick leave credits may be authorized for each such death.

The five (5) days referred to in Provisions 22.2, d. and e. above, shall apply to five (5) days of the employee's regularly scheduled workdays up to a maximum of forty (40) hours.

- 22.3 Under no circumstances may sick leave be utilized prior to the day on which it is credited.
- 22.4 If an employee returns to CSU employment within six (6) months following a permanent separation, the employee's sick leave balance at the time of the separation shall be restored.
- 22.5 An employee who moves between campuses or between the Chancellor's Office and a campus, retains any accumulated sick leave credits. An employee who terminates employment with the University of California or another state agency in order to accept immediate employment with the CSU is eligible to transfer sick leave credits if the sick leave has been earned and credited on the same basis as that upon which it is credited in the CSU.
- 22.6 Sick leave may be accrued without limit and no additional sick leave with pay beyond that which is accrued shall be granted.

Immediate Family

22.7 The term "immediate family" as used in this article shall mean:

- The employee's spouse or domestic partner;
- The employee's, spouse's or domestic partner's: parent, sibling, grandparents, great-grandparent, child (including foster, adopted and step-child), grandchild, aunt, uncle, step-parent;
- The employee's son-in-law, daughter-in-law; and
- A relative of the employee, spouse or domestic partner who is living in the immediate household of the employee.

Bereavement Leave

- 22.8 For each death of an immediate family member as defined in provision 22.7 above, upon request to the President, the employee shall be granted five (5) day's leave with pay. The five (5) days shall apply to five (5) days of the employee's regularly scheduled workdays up to a maximum of forty (40) hours. The employee shall give notice to the Chief of Police as soon as possible and shall, if requested by the Chief of Police, provide substantiation for the request upon the employee's return to work.
- 22.9 A leave granted in accordance with this provision may be supplemented in accordance with the sick leave bereavement provision.

Jury Duty

- 22.10 An employee who is absent from work in order to serve on jury duty shall receive his/her regular salary only if he/she remits the amount received for such duty to the CSU. Payment for travel expenses and subsistence received by the employee need not be remitted. If the employee elects to retain the jury duty fees, his/her time off for jury duty is not compensable. The employee may elect to use vacation or CTO to cover the time off.
- 22.11 An employee who receives initial notification that he/she is subject to jury duty shall notify the appropriate administrator.
- 22.12 The employee is required to notify the appropriate administrator in writing prior to taking leave for jury duty. The submittal of the appropriate jury service summons will satisfy this notification requirement. Verification of actual service for jury duty shall be provided by the employee when requested by the appropriate administrator.

Absence as a Witness

- 22.13 Employees serving as court-subpoenaed witnesses or expert witnesses in the interest of the CSU shall seek the payment of witness fees. Whenever possible, employees shall confer with the attorney requesting their appearance to determine whether certified copies of appropriate documents would be suitable and would eliminate the need for a court appearance.