

Memorandum of Understanding
California State University, Dominguez Hills
Telecommuting Policy
September 21, 2021

This Agreement (“Agreement”) is entered into between the Board of Trustees of the California State University through its California State University, Dominguez Hills campus (“CSUDH”) and the California Faculty Association (“CFA”), all of whom are designated collectively as the parties to this Agreement, regarding the Telecommuting Policy. Notice was provided to CFA on August 6, 2021 and the parties met and conferred on August 27, 2021, September 9, 2021, and by email.

As a result of the meetings the parties agree as follows:

1. LIBRARY FACULTY. In accordance with the campus Telecommuting Policy, and consistent with the CBA, librarians may be permitted to telecommute in order to complete those aspects of their work assignments that can be performed remotely. The Dean of the Library shall consider and may approve such requests.
2. COUNSELOR FACULTY. Counselors may be permitted to telecommute, consistent with the campus Telecommuting Policy, in order to complete those aspects of their work assignments that can be performed remotely. The Director of Counseling Services shall consider and may approve such requests.
3. CSUDH agrees that the telecommuting policy does not apply to assigned off-site trainings, CEUs to maintain licensure, or approved activities or research which requires out-of-state or international travel.
4. CSUDH recognizes that the Unit 3 CBA, and University Policy, determines the type and frequency of evaluations for Unit 3 employees. CFA agrees that Provision 4 of this MOU does not alter or abridge the following expectation outlined in paragraph 4 of the telecommuting policy as it relates to performance evaluations: “[p]erformance must remain in the category of “Satisfactory” or above to remain eligible for telecommuting.”

5. This Agreement does not establish a precedent at CSUDH, or any other campus within the CSU system.
6. CFA acknowledges that CSUDH has fully satisfied its obligation to meet and confer regarding the Telecommuting Policy. This Agreement does not alter or abridge the rights and obligations contained in the Parties' 2014-2017 Collective Bargaining Agreement, which has been extended up to and including August 31, 2021.


For CSU:


Cheryl Koos (Sep 21, 2021 10:46 PDT)

Sep 21, 2021

Cheryl Koos, Ph.D.

Associate Vice President for Faculty Affairs and Development, CSUDH


Neha Shah (Sep 21, 2021 14:32 PDT)

Sep 21, 2021

Neha Shah

Sr. Systemwide Labor Relations Manager, California State University, Office of the Chancellor

For CFA:


Jacqueline A. Teepen (Sep 21, 2021 14:27 PDT)

Sep 21, 2021

Jackie Teepen, California Faculty Association Staff Representative