

Memorandum of Understanding (MOU)
Regarding New Faculty Unit Employee Orientation

In order to carry out the legislative intent and to implement the provisions of AB 119, the International Union of Operating Engineers (IUOE) and California State University (CSU) agree to the following terms:

New Employee Orientation

1. The Union's Business Representative shall be given the opportunity to attend any New Employee Orientations, in which a newly hired Local 39 represented employee is scheduled to attend.
2. Cal Maritime shall provide a minimum of ten (10) days' advance notice of the new hire orientation dates. When New Employee Orientations are scheduled with less than ten (10) days' notice, IUOE will received a notice of the event as soon as the information is available for distribution to new employees.
3. The Union will be allotted a maximum of thirty (30) minutes (or less if agreed to by both the parties) at the New Employee Orientation.
4. Cal Maritime agrees to make union provided information available to newly hired Local 39 represented employees, as long as no information pertaining to either local or partisan elections is included in the union provided information.

Employee Contact Information

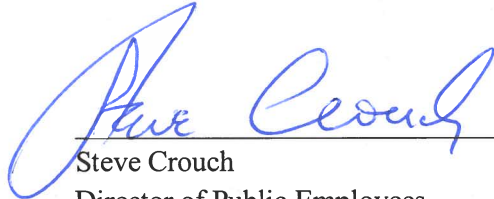
5. Cal Maritime shall provide the following employee information within thirty (30) days of hire or by the first pay period of the month following hire:
 - a) employees name;
 - b) job title;
 - c) department;
 - d) work location;
 - e) work phone number;
 - f) home phone number;
 - g) personal cellular phone number;
 - h) personal email address; and,
 - i) home address.
6. Cal Maritime agrees to provide the employee information above every one hundred twenty (120) days for all Local 39 represented employees.
7. The parties agree to continue to adhere to Article 4.7 of the Collective Bargaining Agreement. Nothing in this agreement is intended to undermine or discourage Cal Maritime and IUOE from

developing and/or maintaining additional campus-based practices regarding the provision of employee information.

8. This MOU shall be in effect through June 30, 2020 but shall be extended automatically if the parties have not agreed to new terms. However, consistent with AB 119, the parties shall go to interest arbitration if they are unable to reach agreement within sixty (60) days of bargaining over a successor agreement for New Employee Orientation. Upon mutual agreement, the parties may extend the sixty (60) day bargaining period.



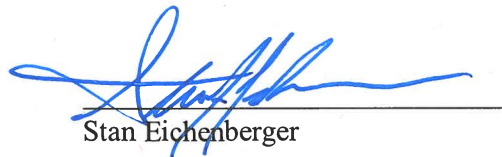
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