

**CSU Counter Proposal #1**

**Date: 9-24-09 – 11:30 am**

**Side Letter Regarding**  
**Exempt Employees Workload Complaint Procedure**  
**During A Non-Furlough Week**

The following establishes a complaint policy specific to FLSA-exempt employees who believe that they have been assigned an excessive or unreasonable workload during a week in which they maintain their exempt status. The Grievance Procedure in Article 7 and the Complaint Procedure in Article 8 remain applicable for FLSA non-exempt employees and for all other issues for FLSA exempt employees.

The FLSA exempt employee furlough complaint process shall be the same as the procedure in Article 8 of the Collective Bargaining Agreement except as follows:

1. The parties agree that during the effective date of the CSUEU-CSU Furlough Agreement, Provision 4 (J) shall be considered a system-wide policy which may be enforced through Article 8, Complaint Procedure of the CSUEU-CSU Memorandum of Understanding.
2. The parties agree that for allegations subject to this side-letter that have arisen from August 1, 2009 to September 24, 2009, the timeline for filing the initial complaint shall be sixty days after the event giving rise to the workload complaint or after the complainant knew or reasonably should have known of the event giving rise to the potential workload complaint. Complaints arising after September 24, 2009 shall be subject to the timelines in Article 8.

**For the CSU:**

**For the CSUEU :**

Bill Campbell 9-24-09      Louis King 9-24-09  
Juanita Williams 9-24-09      Russell T. Mickey-Hick 9-24-09