

California State University, Sacramento
Office of Human Resources/Employment Services
Del Norte Hall 3rd Floor Suite 3009

Collective Bargaining Agreements for Viewing Personnel File

Unit 1 (Union of American Physicists & Dentists)

9.10 The employee shall, within four (4) days of his/her written request, be provided an exact copy of all or any portion of materials in the employee's personnel file. The employee shall bear the cost of duplicating such materials.

Units 2, 5, 7, & 9 (California State University Employees Union)

11.5 Within fourteen (14) days of his/her written request, the employee shall be provided an exact copy of all or any portion of materials officially maintained in the campus personnel file. The employee shall bear the cost of duplicating such materials, except as provided for in Article 7, Grievance Procedure, Article 8, Complaint Procedure, or when such materials have bearing on disciplinary action or pre-disciplinary matters. The cost of duplicating material shall be the amount provided in Civil Code Section 1798.33, or any substitute or successor provision of that code section (as of January 2018 the amount is ten (10) cents per page.).

Unit 3 (California Faculty Association (CFA))

If you are in represented by Unit 3 (California Faculty Association), please contact Faculty Advancement, located in Sacramento Hall 155, at 916-278-2913.

Unit 4 (Academic Professionals of California)

11.5 Following receipt of an employee's written request, the campus shall, within a reasonable period of time established by the campus, provide a copy of all requested material. The employee shall bear the cost of duplicating such materials, except as provided for in Article 10, Grievance Procedure, or Article 18, Evaluation, or when such materials have bearing on disciplinary action or corrective action matters.

Unit 6 (State Employees Trade Council)

13.1 Only (1) one official personnel file will be maintained for each employee. It will be kept in the Personnel Office.

- a. An employee shall have the right to inspect his/her personnel file at reasonable times during the regular business hours of the Personnel Office.
- b. An employee may request a copy of any written materials in the personnel file and a copy will be provided in a timely manner.
- c. One (1) copy of each document which is related to a grievance and maintained in the personnel file shall be provided free of charge to the employee, upon the employee's request.
- d. The employee may be required to bear the cost of duplicating other materials.

Unit 11 UAW (Academic Student Employees)

17.5 The University shall endeavor to provide a bargaining unit employee or her/his representative access to or a copy of the bargaining unit employee's employment file(s) as soon as practicable, but no later than fourteen (14) calendar days, following the University's receipt of a written request. One copy of employment file(s) material shall be provided.

Unit 10 (International Union of Operating Engineers)

20.1 Only (1) one official personnel file will be maintained for each employee. It will be kept in the Personnel Office.

- a. An employee shall have the right to inspect his/her personnel file at reasonable times during the regular business hours of the Personnel Office.
- b. An employee may request a copy of any written materials in the personnel file and a copy will be provided in a timely manner.
- c. One (1) copy of each document which is related to a grievance and maintained in the personnel file shall be provided free of charge to the employee, upon the employee's request.
- d. The employee may be required to bear the cost of duplicating other materials.

Non Represented Classes (MPP, Confidential, E99)

You will receive access within five (5) working days of receipt of the request.