

CSU/CFA Bargaining Ground Rules

The CFA and CSU agree to the following ground rules for bargaining sessions in 2025.

1. Bargaining shall be held primarily face-to-face with a virtual option. Individuals participating virtually should be on camera whenever possible. Each party shall have access to the virtual option, including chat sessions, for negotiation sessions. Each party shall host their own caucus sessions at the exclusion of the other party.
2. The parties agree to show up on agreed upon, scheduled dates (travel, weather, and unexpected events notwithstanding).
3. Sign-in sheets listing all individuals in attendance shall be collected and shared for each bargaining session.
4. Location selection (i.e., selecting campus location or other office spaces) will normally alternate between the parties. The party selecting the space is responsible for any associated cost, unless there is mutual agreement otherwise. All bargaining locations shall be equipped with adequate technological capacity for virtual participation and amplification to ensure accessibility. The hosting party shall supply parking, caucus space, restrooms, electric outlets for charging computers and phones, and access to printer and copy machines to facilitate passing proposals to the non-hosting party.
5. Student representatives, as set forth by the Higher Education Employer-Employee Relations Act (HEERA), can attend joint bargaining sessions.
6. Neither side shall limit the participation of CSU-affiliated individuals. CFA agrees to publish its bargaining team members on a publicly available web site. CFA agrees to limit the participation of non-bargaining team members who attend virtually to 1,000.
7. No audio or video recordings shall be permitted during bargaining sessions. The use of artificial intelligence (A.I.) technologies with access to session audio or video is prohibited. This prohibition includes using A.I. for notetaking, creating transcripts, or for other purposes.
8. Tentative agreements shall be reduced to writing, dated, and initialed by a representative from each side.
9. These ground rules may be modified at any time by mutual agreement of the parties. After bargaining concludes, either party may propose new ground rules in future rounds of successor bargaining.

CFA #2
March 28, 2025

For CFA:

For the CSU:
