CSU/CFA Bargaining Ground Rules
June 9, 2023

The CFA and CSU agree to the following ground rules for the 2023/2024 reopener bargaining sessions:

1. Bargaining will be held primarily face-to-face with a virtual option. Each team may have up to 5 team members participate virtually via Zoom. If extenuating circumstances create a need for additional members to participate virtually, it must be agreed to by both sides.

2. Those team members participating virtually should be on camera, whenever possible.

3. Location selection (i.e., selecting campus location or other office spaces) will normally alternate between the parties. Rooms for the bargaining, along with appropriate caucus rooms, will be agreed to by both sides prior to final scheduling. 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.

4. Negotiation teams shall be of a reasonable size. No more than 30 representatives from each side may attend at any one time unless agreed to by the parties.

5. Each side shall provide the other side with a list of bargaining team members before the first bargaining session. Any changes shall be promptly communicated to the other side, but no less than 48 hours in advance of a meeting, except where there is mutual agreement to changes with less notice.

6. Bargaining sessions will be closed to the public, except for a student representative as required by the Higher Education Employer-Employee Relations Act (HEERA). The teams shall be limited to university administrators or confidential employees, and CFA’s staff and members. Exceptions to this may be made by mutual agreement.

7. Attendance by, and number of observers, will be by mutual agreement.

8. No recordings (audio or video) of the bargaining sessions will be allowed.

9. Tentative agreements will be reduced to writing, dated, and initialed by a representative from each side.

For CFA: ________________________________ For the CSU: ________________________________