

CSU/CFA Bargaining Ground Rules
May 2, 2025

The California Faculty Association (CFA) and the California State University (CSU) agree to the following ground rules for the current round of successor bargaining:

1. Bargaining will be held primarily face-to-face with a virtual option. ~~Virtual participation (e.g., via Zoom) may be permitted if extenuating circumstances arise, subject to mutual agreement.~~
2. Team members participating virtually should be on camera, whenever possible. If virtual participation is used, both parties shall have equal access to the virtual platform, including chat functions. However, each party shall host their own caucus sessions at the exclusion of the other party.
3. The parties agree to show up on agreed upon, scheduled dates (travel, weather, and unexpected events notwithstanding).
4. 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. The party selecting the space shall supply for bargaining team members: parking, caucus space, restrooms, electric outlets for charging computers and phones, **and wifi**. Access to printer and copy machines to facilitate passing proposals to the other party shall also be supplied. **All bargaining sessions shall be equipped with appropriate technology to support virtual participation and amplification, allowing accessibility for all participants.**
5. Negotiation teams shall be of a reasonable size. There shall be no more than 50 bargaining team members (representatives) from each side.
6. Sign-in sheets listing all individuals in attendance will be collected and shared for each bargaining session. ~~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.~~
7. Bargaining sessions will be closed to the public. Non-team members, including subject-matter experts, may attend only with mutual agreement.
8. Student representatives, as set forth by the Higher Education Employer-Employee Relations Act (HEERA), can attend joint bargaining sessions.
9. The attendance of observers, including their number and any requirements, shall be subject to mutual agreement.

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10. No audio or video recordings shall be permitted during bargaining sessions. The use of artificial intelligence technologies with access to session audio or video is prohibited. This prohibition includes using A.I. for notetaking, creating transcripts, or for other purposes.
11. Tentative agreements will be reduced to writing, dated, and initialed by at least one designated representative from each side.
- 12. The parties agree, when possible, to present counterproposals in a way that indicates changes from their last proposal.**
13. 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.

For CFA:

For the CSU:
