Bargaining Timeline

- Fall 2019: Bargaining survey
- Spring 2020: Begin bargaining
- March 2020: COVID-19 shuts us down
- May 2020: Extension signed
- Fall 2020: Resumed non-economic bargaining
- Spring-Summer 2021: Introduced salary proposals and continued bargaining
• Declared September 30
• “the parties have reached a point in meeting and conferring at which their differences in positions are such that further meetings would be futile” (Govt. Code sec. 3562(j))
• CA Public Employment Relations Board considers:
  • Number and length of negotiating sessions
  • The extent that counter proposals were made and discussed
  • Extent of agreed upon issues
  • Extent of unresolved issues
• State Mediation and Conciliation Service assigns mediator
• Mediator meets individually with both parties
• If mediation cannot produce a settlement, then the process moves on to fact-finding
Fact-finding

- 3-person panel (CFA rep, CSU rep, neutral 3rd party) listens to presentations from both sides
- Panel issues a non-binding majority report that states findings and recommends resolution
- 10-day “cooling off” period
- Report shared publicly
  - Meant to exert the power of public opinion on the sides to reach agreement.
• If parties still cannot reach agreement:
  • Management can impose it “last, best, and final offer”
  • CFA can engage in concerted actions to apply pressure to management
How can you help?

• Join CFA

• Sign a “Commitment Card” to become involved with our local chapter