

CSN-NFA Collective Bargaining Policy

Article I: Collective Bargaining Council

Section A: The Collective Bargaining Council (CBC) shall be the official body for collective bargaining agreement (CBA) research, content development, bargaining strategy, and political outreach for CSN-NFA. The CBC will be led by an elected CBC chair.

Section B: A CBC will be elected and will serve beginning the fall semester prior to the end of the current CBA's term and continue until a new CBC is elected.

Section C: The CBC will consist of the CSN-NFA President and Vice President, two representatives from each CSN School and one each from Librarians and Counselors. The Council may have no fewer than one representative from each CSN School and one Librarian or Counselor. The CBC may invite additional ex-officio non-voting members at their discretion.

Section D: All voting members of the CBC must be members of CSN-NFA and the collective bargaining unit. All invited members of the CBNT are non-voting members of the CBC while serving on the CBNT.

Section E: Election of the CBC will be online, by secret ballot, preceded by candidate forums open to all bargaining unit members, and based on receiving a plurality of votes. Only CSN-NFA members may vote for CBC representatives.

Section F: The CSN-NFA Executive Committee, in consultation with the NFA Collective Bargaining Steering Committee and AAUP staff, may provide mandatory and optional training for CBC members.

Section G: The CSN-NFA Executive Committee may only appoint additional members from the relevant CSN School or Department in the event of vacancies as well as remove and replace members of the CBC for non-participation, non-eligibility, or by majority vote of a quorum.

Article II: CBC Chair

Section A: The members of the CBC will elect a Chair by a majority of a quorum. The CBC Chair shall be a member of CSN-NFA and the collective bargaining unit.

Section B: The CBC Chair will serve as a member of the State Collective Bargaining Steering Committee.

Section C: The CBC Chair will serve until a new CBC Chair is elected.

Article III: Collective Bargaining Negotiating Team (CBNT)

Section A: The CBNT represents CSN-NFA in all CBA negotiations.

Section B: The CSN-NFA Membership & Bargaining Team Chair will serve as the first Chief Negotiator.

Section C: The CBC will choose three to seven of its members to serve as the CBNT. The Chief Negotiator will be a member of the CBNT. The CBC may choose additional members of the CBNT at their discretion. The Chief Negotiator may be appointed or replaced by a quorum of a joint meeting of the Executive Committee and the CBC, and by majority vote. Each individual has one vote.

Section D: Additional individuals may be invited to specific negotiating sessions at the discretion of the CBC.