

# MEMO

CITRUS COMMUNITY COLLEGE DISTRICT

Office of Human Resources

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**Date:** May 19, 2022

**To:** Dave Brown, Faculty Association Chief Negotiator

**From:**  Robert L. Sammis, Director-Human Resources

**Subject:** Response to the Faculty Association’s Demand to Negotiate and Proposal for Salary Negotiations

As we have discussed, in order to fully respond to the Faculty Association’s demand and proposal to bargain concerning salary, the District has been exploring options to engage in meaningful negotiations. Part of our discussion has been the District’s concern with respect to a demand to negotiate concerning salary when we have a collective bargaining agreement in place which addresses salary through December 31, 2023. While such a demand to bargain appears to be premature given the terms of the current agreement, the District recognizes that the state’s financial situation has changed since the time of the pandemic’s “shelter-at-home” days and we have jointly identified the need for contract language to respond to the new teaching/learning challenges and opportunities that have developed during the COVID-19 pandemic.

The District’s desire is to engage the Faculty Association in meaningful and good faith discussions concerning salary and other issues in the contract that are in our mutual benefit to address. To this end, the District invites the Faculty Association to meet and negotiate with the District for a new collective bargaining agreement; in essence moving up the date for renegotiation of the current agreement set to expire on December 31, 2023. The District does not anticipate the need, nor does it have an interest, in renegotiating all of the provisions of the agreement. What is envisioned is a negotiation focused on key areas such as language responding to the increase in online classes related to assignments and evaluation, class cancellation procedures, new requirements from the Chancellor’s Office to include DEIA as part of the evaluation process for faculty, and salary over the next three years. Of course, we recognize that the Faculty Association may have some other items it wishes to address which would also be part of the negotiations.

I hope this invitation provides a path forward in response to the Faculty Association’s demand to bargain concerning salary, and is seen as a good faith effort on the part of the District to recognize the spirit in which the Faculty Association’s salary proposal represents.