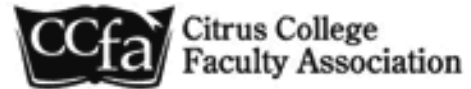


25 October 2021



To: Robert Sammis
Chief Negotiator
Citrus Community College District

From: Dave Brown
Bargaining Chair
Citrus College Faculty Association

Re: Demand to Bargain
Article 8, Salaries

Dear Robert,

At the conclusion of bargaining earlier this year for a successor contract to the CBA that expired 31 December 2020, a number of fiscal considerations were exhibited as limiting the District's ability and willingness to offer meaningful and on-going increases to salaries for members of our bargaining unit. As such, and with the assistance of the California Mediation and Conciliation Service, a successor contract was approved and ratified and is currently in effect.

Since that time, numerous aspects of the financial health of both the State and the District have changed with positive effect. The previously imposed deferrals to apportionment have been paid back and the State has approved Cost-of-Living Adjustments totaling 5.07%. What's more, substantial relief has been provided to the District and is available to offset costs related to COVID-19. These funds can be used to improve environmental factors such as HVAC going forward, thereby providing relief to regular District funds. This represents, in the opinion of the Association, a substantial change in circumstances. As such, we hereby Demand to Bargain regarding CBA Article 8—Salaries.

Sincerely,

Dave Brown

Dave Brown
Bargaining Chair
Citrus College Faculty Association