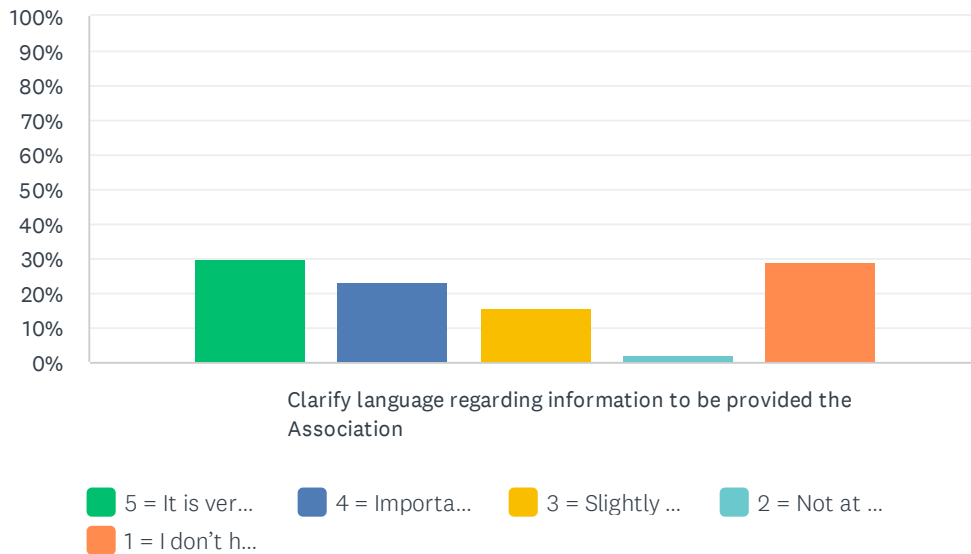


Q1 Article 3 – Association Rights

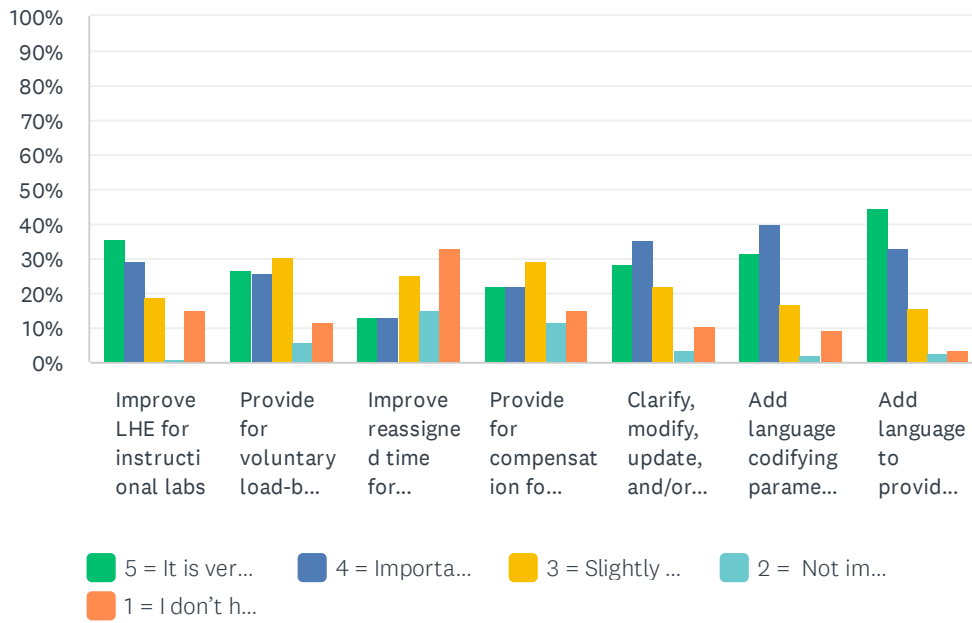
Answered: 100 Skipped: 10



	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT AT ALL IMPORTANT	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Clarify language regarding information to be provided the Association	30% 30	23% 23	16% 16	2% 2	29% 29	100	2.77

Q2 Article 5 – Faculty Assignment

Answered: 110 Skipped: 0

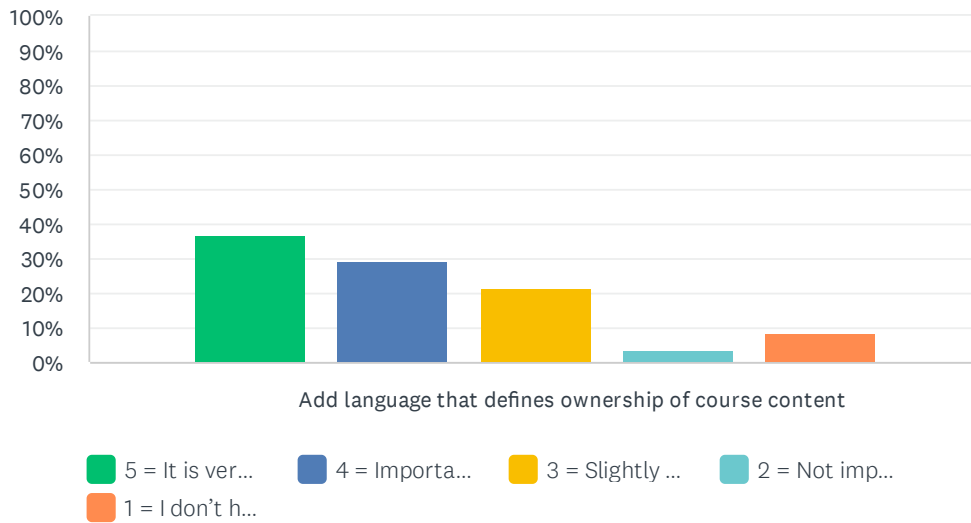


Demand to Bargain Negotiations Survey

	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Improve LHE for instructional labs	36% 38	29% 31	19% 20	1% 1	15% 16	106	2.30
Provide for voluntary load-balancing over Summer & Winter Intersessions	27% 28	26% 27	30% 32	6% 6	11% 12	105	2.50
Improve reassigned time for Faculty coaches and head-coaches	13% 14	13% 14	25% 27	15% 16	33% 35	106	3.42
Provide for compensation for Faculty aiding with on-campus emergencies	22% 23	22% 23	30% 31	11% 12	15% 16	105	2.76
Clarify, modify, update, and/or improve language relevant to scheduling of classes	29% 30	35% 37	22% 23	4% 4	10% 11	105	2.32
Add language codifying parameters for assignment of online classes	32% 34	40% 43	17% 18	2% 2	9% 10	107	2.17
Add language to provide Unit members the ability to complete some portion of their assignment remotely	45% 49	33% 36	16% 17	3% 3	4% 4	109	1.87

Q3 Article 7 – Academic Freedom and Intellectual Property

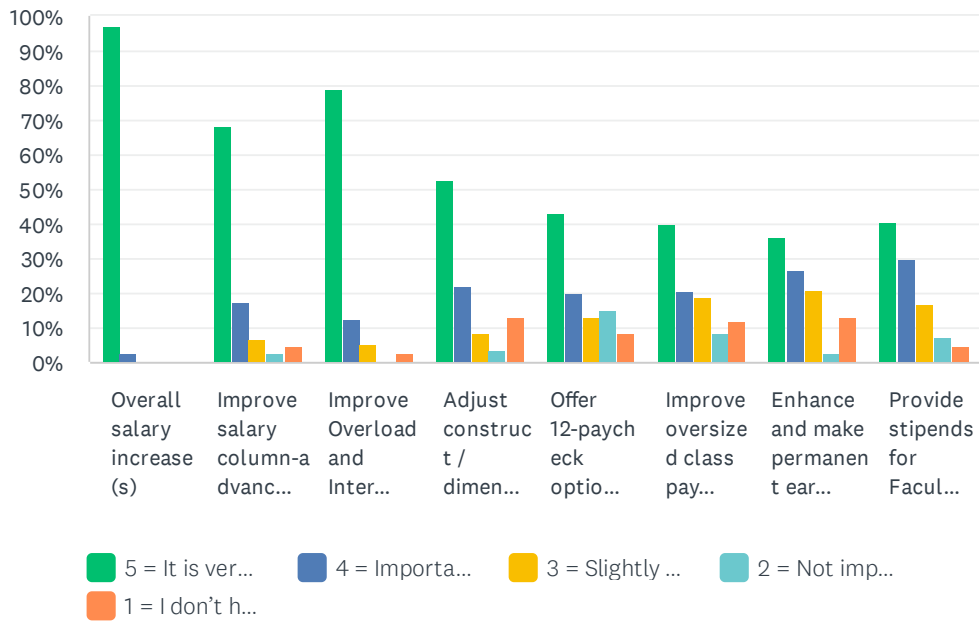
Answered: 106 Skipped: 4



	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Add language that defines ownership of course content	37% 39	29% 31	22% 23	4% 4	8% 9	106	2.18

Q4 Article 8 – Salaries

Answered: 110 Skipped: 0

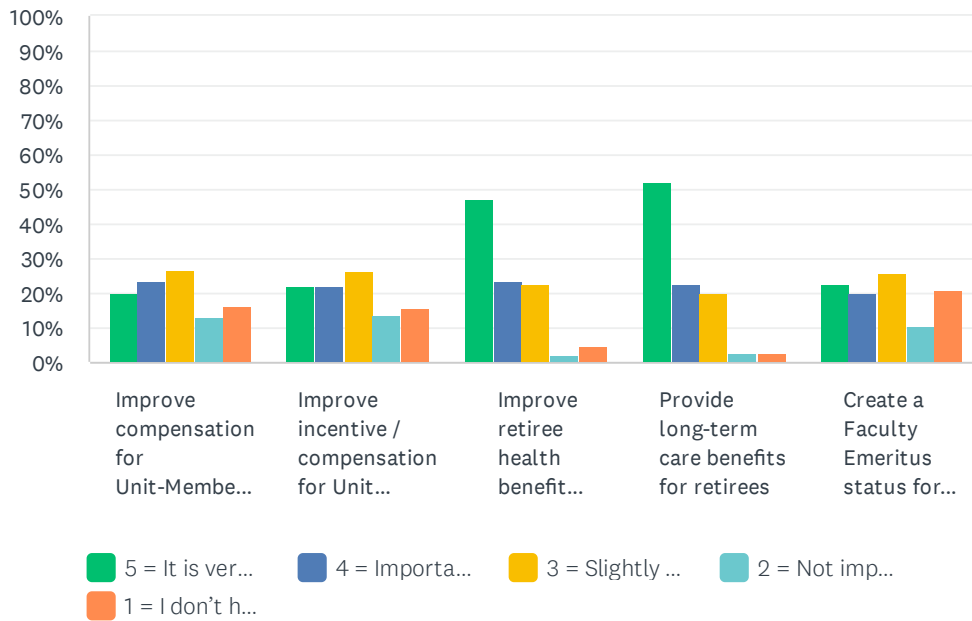


Demand to Bargain Negotiations Survey

	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Overall salary increase(s)	97% 107	3% 3	0% 0	0% 0	0% 0	110	1.03
Improve salary column-advancement requirements	69% 72	17% 18	7% 7	3% 3	5% 5	105	1.58
Improve Overload and Intersession Salary Schedule	79% 87	13% 14	5% 6	0% 0	3% 3	110	1.35
Adjust construct / dimensions of salary schedule(s)	53% 57	22% 24	8% 9	4% 4	13% 14	108	2.02
Offer 12-paycheck option for regular salary for all Unit Members	43% 46	20% 21	13% 14	15% 16	8% 9	106	2.25
Improve oversized class pay parameters / requirements	40% 43	21% 22	19% 20	8% 9	12% 13	107	2.32
Enhance and make permanent early retirement notification benefit	36% 38	27% 28	21% 22	3% 3	13% 14	105	2.30
Provide stipends for Faculty training / development events	41% 43	30% 32	17% 18	8% 8	5% 5	106	2.06

Q5 Article 10 – Unit-Member Benefits

Answered: 107 Skipped: 3

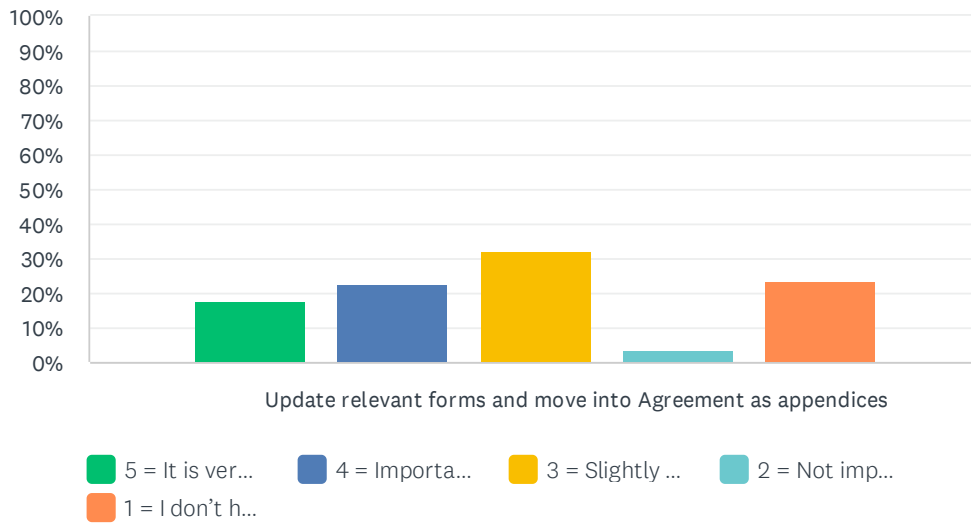


Demand to Bargain Negotiations Survey

	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Improve compensation for Unit-Members with health benefits from another source	20% 21	24% 25	27% 28	13% 14	16% 17	105	2.82
Improve incentive / compensation for Unit Members taking less-expensive benefit option(s)	22% 23	22% 23	26% 27	14% 14	16% 16	103	2.78
Improve retiree health benefit Option A (currently paid benefits to age 69, maximum)	47% 50	24% 25	23% 24	2% 2	5% 5	106	1.93
Provide long-term care benefits for retirees	52% 55	23% 24	20% 21	3% 3	3% 3	106	1.82
Create a Faculty Emeritus status for retired Unit Members	23% 24	20% 21	26% 27	10% 11	21% 22	105	2.87

Q6 Articles 15 – Leaves

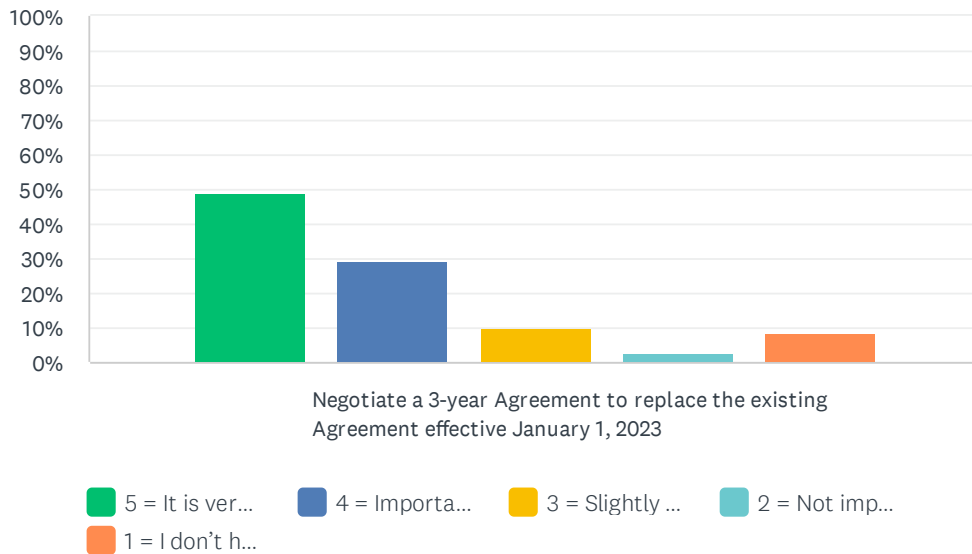
Answered: 106 Skipped: 4



	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Update relevant forms and move into Agreement as appendices	18% 19	23% 24	32% 34	4% 4	24% 25	106	2.92

Q7 Article 19- Duration of the Contract

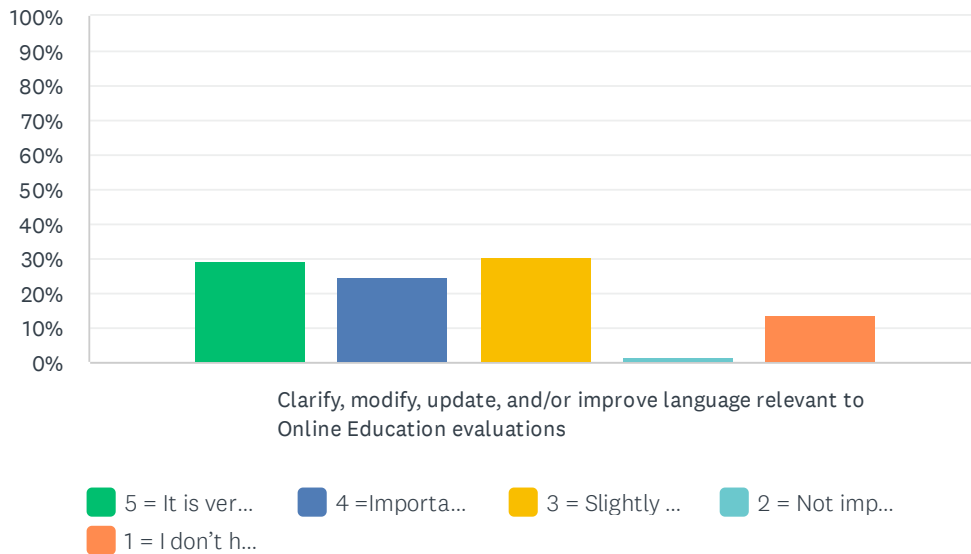
Answered: 108 Skipped: 2



	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Negotiate a 3-year Agreement to replace the existing Agreement effective January 1, 2023	49% 53	30% 32	10% 11	3% 3	8% 9	108	1.92

Q8 Article 20 - Evaluations

Answered: 109 Skipped: 1



	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 =IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Clarify, modify, update, and/or improve language relevant to Online Education evaluations	29% 32	25% 27	30% 33	2% 2	14% 15	109	2.46

Q9 If you have thoughts or concerns regarding Articles 3, 5, 7, 8, 10, 15, 19, and 20 not featured in this survey, please leave a comment here.

Answered: 22 Skipped: 88

#	RESPONSES	DATE
1	Improve LHE for instructional labs -Cosmetology has historically been ignored in this area even when our students worked on members of the community which in my opinion brings more intensity that using a lab manual...	11/10/2022 2:47 PM
2	No true concerns, but more of a strategy. I would from day one of the formal negotiations start with Article 8. None of this "low hanging fruit" crap that the district team likes to start with in regards to other areas of the contract.	11/10/2022 12:13 PM
3	Under article 4, one category doesn't make sense - "adjust/construct dimensions of salary schedules" - I indicated no opinion, but I really want to say "meaning of this phrase is unclear." Under article 10, it's not clear what kinds of benefits accrue to someone with "Emeritus status," so I didn't know how to respond to that one either.	11/10/2022 10:44 AM
4	Overall raise long overdue. Language for remote assignments a MUST. Times have changed. We need to meet students where they are, not forcing them to return to campus.	11/10/2022 10:36 AM
5	I don't understand what voluntary load balancing for winter and summer intersessions means, so I didn't mark an answer for that one.	11/9/2022 4:16 PM
6	Concerning the 12 month option for pay checks. I am not in favor. It does not seem right to change the life style of the majority for the minority. This view is taken because the district is not likely to give all unit members a free choice even with the use of the word "option" there can be the unions interpretation and then the districts interpretation of the use of "option" So, there are no deals the union can make as far as I care, to have a 12 month pay period and be forced to change my current life habits.	11/9/2022 3:15 PM
7	Article 5 – Faculty Assignment - Class cancellation compensation (at least 75%) for Full time faculty.	11/8/2022 5:46 PM
8	New Contract - Our current contract calls for a "bonus" or lump sum compensation mid year 2023 - don't let the district avoid that payment with an early contract date (approx \$350,000 savings to them if they can weasel out of it) and NO raise for us until we reach that dollar amount - would be money lost. Address matching funds to a 457(b) or 403(b) account to a dollar amount or percentage of salary - example, LA County matches employee contributions up to 4% of annual salary Increase retirement notification bonus to retain the extra \$2500 in the current contract	11/8/2022 4:03 PM
9	A lot of these do not apply to me, but I want whatever is best for the faculty as a whole and I will stand with CCFA.	11/8/2022 3:39 PM
10	I would like to negotiate life health benefits for faculty and dependant members who have taught at Citrus College for 30 years or longer and up to age 75 for faculty who taught at CC for 25 yrs. This is SUPER IMPORTANT TO ME.	11/8/2022 12:46 PM
11	None	11/8/2022 12:09 PM
12	-Remove requirement of working one late day every semester for counselors and make it counselors choice in setting their weekly schedules. - List COLA as an ethical obligation by the district as it relates to salaries- it should not need to be a negotiated increase, faculty should automatically get State funded COLA -life time health insurance for retirees	11/8/2022 11:00 AM
13	We have gone a couple of cycles with off-the-schedule bonuses and salary increases. Thank you for negotiating those, particularly in the difficult climate that we have faced in the last few years. However, I would like to see salary increases reflected in the salary schedule going forward because those increases in the schedule itself will impact on STRS retirement calculations.	11/8/2022 10:33 AM

Demand to Bargain Negotiations Survey

14	I love the idea of load balancing with the intersession since this will achieve the equal pay for equal work metric.	11/8/2022 10:11 AM
15	n/a	11/8/2022 9:20 AM
16	I would like to see the ability to advance in pay through through completion of coursework at the community college level, rather than having to take graduate level classes. This has been negotiated at other community colleges; the ability for faculty to advance in salary more affordably, while still maintaining high quality professional growth experiences at the college level. This may be a long shot and not top priority this bargaining year, but I wanted to assert this interest.	11/8/2022 8:23 AM
17	For online evaluations, I've already told Dana and Dr. Schulz that it's not practical for Senya to have to be involved in all online evaluations. There may need to be additional evaluators selected and either given stipend or reassigned time.	11/7/2022 9:59 PM
18	Please define emeritus status and benefits. I am willing to make suggestions that include recognition that the professor has honorably retired after 20 or more years of service as a full-time faculty member, retains Citrus email address, retains pre-retirement faculty Citrus access such as tech services, library, copying for educational purposes, notification and inclusion of dept and BOT meetings, recognition that retirees contribute history and insight and that they are still valued as members of our Citrus community. Emeritus is an honorary title for professors who want to stay active in scholarship following retirement. Professor Emeritus is an honorary title for professors who want to stay active in scholarship following retirement. Have senior priority for overload assignment, and use of Citrus facilities as faculty.	11/7/2022 6:00 PM
19	Would like to see alternative criteria for qualification for different salary columns--not just academic degrees.	11/7/2022 5:22 PM
20	N/A	11/7/2022 5:04 PM
21	The class LHE is a complicated one. I think that it should be decided per course rather than per field/department. I'd be happy to talk more about this, but I think that the appropriate place for this decision to be made is with the Curriculum Committee. But, maybe we need to make the standard expectations clearer to align better with what gets listed in the COR. Contact me to discuss further, if you like: Nora Sullivan	11/7/2022 5:02 PM
22	None	11/7/2022 4:53 PM

Q10 What are your top THREE priorities for this demand to bargain?

Answered: 95 Skipped: 15

#	RESPONSES	DATE
1	Salary adjustments to account for inflation, provide stipends for faculty training, professional growth, establish emeritus status for retirees	11/11/2022 10:16 PM
2	Salary Scheduling of Classes	11/11/2022 1:13 PM
3	1. Overall salary increase 2. Improve overload and intersession salary schedule 3. Offer 12-paycheck option for regular salary for all unit members	11/11/2022 11:22 AM
4	Pay increase, Salary column increases, replacing current contract asap	11/11/2022 8:01 AM
5	Salary increase and adjustments with COLA in mind	11/10/2022 9:22 PM
6	Overall Salary increases Adjust construct / dimensions of salary schedule(s) Provide stipends for Faculty training / development events	11/10/2022 8:39 PM
7	Salaries, Association Rights, Faculty Assignments	11/10/2022 5:50 PM
8	Overall salary, 12-paycheck option, long-term care benefit for retirees	11/10/2022 2:50 PM
9	Article 8 – Salaries Article 5 Improve LHE for instructional labs Article 10 – Unit-Member Benefits	11/10/2022 2:47 PM
10	Salary	11/10/2022 1:29 PM
11	1. a MASSIVE base salary increase or STRIKE (for real) 2. improve intersession and overload salary schedule 3. improve dimension of salary schedule and advancement requirements	11/10/2022 1:20 PM
12	Improve salary, both regular and overload Health care for retirees beyond 69	11/10/2022 1:14 PM
13	1. Salaries 2. Faculty Assignment 3. Leaves	11/10/2022 12:34 PM
14	More pay, increase LHE for over load	11/10/2022 12:24 PM
15	Overall salary increase Improve salary column advancement requirements Improve overload salary schedule	11/10/2022 12:16 PM
16	#1: Salaries #2: Language to allow portion work to be remotely #3: Salaries	11/10/2022 12:13 PM
17	Articles 3, 8, 2 (LHE for labs)	11/10/2022 11:47 AM
18	1. Salary increase 2. Online class assignment regulations 3. Further health care benefits for retirees	11/10/2022 11:40 AM
19	-Improve salaries -Add language to provide Unit members the ability to complete some portion of their assignment remotely -Create a Faculty Emeritus status for retired Unit Members	11/10/2022 11:03 AM
20	Salary, overload pay, annual cost of living increase, clarification improve language.	11/10/2022 11:01 AM
21	Salary Salary and Salary- we haven't had a pay increase in years.	11/10/2022 11:01 AM
22	Salary, load balancing, and codifying parameters of online teaching	11/10/2022 10:58 AM
23	SALARY, parity for counseling faculty in options for remote work, adjust columns for salary.	11/10/2022 10:53 AM
24	1. \$\$\$ 2. Salary Schedule Compression 3. Retirement enhancement	11/10/2022 10:51 AM
25	Improved dental benefits, salary, and salary	11/10/2022 10:44 AM
26	Raise. Remote Work Language. RAISE.	11/10/2022 10:36 AM
27	Current salary, making us whole regarding previous years, retirement benefit improvement	11/10/2022 10:29 AM
28	Salary (all parts), Lab LHE, and ability to work remotely as appropriate, in order of preference.	11/9/2022 4:16 PM

Demand to Bargain Negotiations Survey

29	Adjust construct/dimensions of salary schedules Improve competition for intersession and overload salary schedules Improve salary column advancement requirements	11/9/2022 3:37 PM
30	1. Over all salary increase 2. Academic Freedom and Intellectual Property 3. Three year contract	11/9/2022 3:15 PM
31	Article 8: Salaries 1. Overall salary increase(s) 2. Improve overload/intersession salary schedule 3. Improve oversized class pay	11/9/2022 10:01 AM
32	salary across all (salary, advancement, overload/intersession	11/8/2022 5:52 PM
33	1. Overall Salary increases 2. Improve salary column-advancement requirements 3. Duration of contract -3 year Agreement to replace the existing Agreement	11/8/2022 5:46 PM
34	payroll increases long-term care benefits for retirees improve retiree health benefits	11/8/2022 5:20 PM
35	1. Salary increase 2. Adjustment of Overload/Intersession pay scales to reflect equal pay for equal work or a giant step toward that goal 3. Faculty issues related to online learning	11/8/2022 4:03 PM
36	1. Money 2. MONEY 3. Ability to work remotely	11/8/2022 3:39 PM
37	Salary increase- getting our actual increases like all other colleges have	11/8/2022 3:09 PM
38	Overall salary increase, improve overload and intercession pay, and improve oversize class pay	11/8/2022 2:58 PM
39	SALARY, RETIREE BENEFITS	11/8/2022 1:45 PM
40	Volunteer load balancing with summer/winter; overall salary; 12 month paycheck option	11/8/2022 1:41 PM
41	Salary increase, 12 month pay schedule, improve health care for retirees. Many schools have lifelong benefits after 14 years full-time.	11/8/2022 1:31 PM
42	1. At minimum, COLA +1 or +2 raises for 21, 22, and 23 (retroactive) – with no influence or impact on our next contract (2024-26) negotiations. 2. Increase overload steps for Fall/Spring semester to match what is offered Winter/Summer (from 7 to 14) intersession pay scale. 3. Increase LHE for overload from 10 LHE to 15 LHE (I teach additional science classes to recruit students to the WRF program).	11/8/2022 1:26 PM
43	Money, cash, moola	11/8/2022 1:16 PM
44	Salary increase, life health benefits and assignment of courses language. Keep in mind that not all faculty would get life health benefits, only those who have had their entire career at Citrus College. It is the least they can do!! Also, al lot of faculty who qualify would retire early and the district would then hire new less expensive faculty to make up for the difference. :) Good luck Guys! We are behind you.	11/8/2022 12:46 PM
45	Salary, Salary, Salary	11/8/2022 12:09 PM
46	Significant salary increase to include retro, or no "yes" vote. Don't get hung up on things like appendices, 12 month checks, and emeritus status.	11/8/2022 11:41 AM
47	- Faculty raises - Long Term Care or life time health insurance for retired faculty - remote options for unit members	11/8/2022 11:00 AM
48	(1) Maintaining/no negative change to health benefits; (2) Increased salaries through new contract starting in January and including those salaries in a new salary schedule; and (3) Improve retiree health benefit options.	11/8/2022 10:33 AM
49	Salary, Overload and Intersession compensation, and load balancing with the intersession.	11/8/2022 10:11 AM
50	Overall Salary Head Coaches Release Time Online	11/8/2022 10:08 AM
51	Back pay for all Cost of living wages & current one Higher salary to compensate for inflation Making Health benefits part of the retirement package.	11/8/2022 9:58 AM
52	Salary improvement, online scheduling, improve overload/intersession pay	11/8/2022 9:35 AM
53	Salary, Salary Column advancements, language promoting remote work assignment.	11/8/2022 9:33 AM
54	Salary, 12-month pay, load balancing during winter and summer sessions	11/8/2022 9:21 AM

Demand to Bargain Negotiations Survey

55	Salary increase,12 month paycheck option, ability to work remotely, please and thank you for bargaining for us! You are AWESOME!!	11/8/2022 9:20 AM
56	Salaries, Faculty Assignment, Unit-Member Benefits	11/8/2022 9:11 AM
57	Salary, salary, salary!	11/8/2022 9:09 AM
58	Base Salary, Overload/Intersession pay, Language defining ownership of online content we create	11/8/2022 8:59 AM
59	1. Salary Overall Increase! It's time! 2. Academic Freedom! 3. Salary (Overload & Intersession Increase)!	11/8/2022 8:23 AM
60	Overall salary increase(s), Improve salary column-advancement requirements, Enhance and make permanent early retirement notification benefit	11/8/2022 6:54 AM
61	Salary, increase of LHE for full time faculty, allow for the possibility of 50/50 on campus/remote teaching. For example, an instructor teaches Monday and Wednesday's on campus and teaches remotely on Tuesday and Thursday's.	11/7/2022 10:50 PM
62	Overall salary, improved intersession and overload schedule and keeping and/or improving our current health care benefits.	11/7/2022 9:59 PM
63	1.) Overall salary increase 2.) Compress salary schedule 3.) Improve extra duty salary schedule	11/7/2022 8:58 PM
64	1) Overall salary increase 2) Improve salary column-advancement requirements 3) Improve Overload and Intersession Salary Schedule	11/7/2022 8:09 PM
65	salary, Add language to provide Unit members the ability to complete some portion of their assignment remotely, Add language to provide Unit members the ability to complete some portion of their assignment remotely	11/7/2022 7:30 PM
66	Overall Salary increases Overall Salary increases Overall Salary increases	11/7/2022 6:50 PM
67	1. Salary increase 2. Improve overall salary for overload and intersession 3. Improve LHE and salary for lab	11/7/2022 6:50 PM
68	salary increase, LHE for labs, class scheduling	11/7/2022 6:45 PM
69	Salary increases Salary advancement improvement Increase OE/remote courses in scheduling for unit member	11/7/2022 6:35 PM
70	SALARY SALARY SALARY	11/7/2022 6:34 PM
71	Overall salary increase(s) Offer 12-paycheck option for regular salary for all Unit Members Improve Overload and Intersession Salary Schedule	11/7/2022 6:29 PM
72	Salary, Step increases, and right to assignment	11/7/2022 6:26 PM
73	1. Allow faculty to teach more classes on a remote basis 2. COLA 3. More pay for intersession and overload courses	11/7/2022 6:18 PM
74	It's all about money. We need a raise. That's really the top three for me.	11/7/2022 6:06 PM
75	1. salary 2. benefits for retirees and improve medical benefits for retirees 3. include retiree for spring 2023 benefits and salary	11/7/2022 6:00 PM
76	Overall salary improvement, improve language related to online teaching, and improve retirement healthcare benefits.	11/7/2022 5:46 PM
77	1. Salary; regular schedule 2. Salary; overload and intersession 3. Clarify language relating to in-person vs. remote assignment ratio	11/7/2022 5:43 PM
78	1. Increase Salary 2. Increase retirement bonus 3. Information sharing from the administration	11/7/2022 5:41 PM
79	(1) Overall salary increases, (2) Improve Overload and Intersession Salary Schedule, and (3) Adjust construct / dimensions of salary schedules, such that greater proportional increases are achieved when comparing one column salary to another column (for the comparable row), and/or step advancements every two years (rather than every 3 years), while still maintaining step increases through Year 35, as is the greatest step value at present.	11/7/2022 5:39 PM

Demand to Bargain Negotiations Survey

80	(1) Salary (2) Improved LHE for instructional labs	11/7/2022 5:35 PM
81	1) Pay Increase 2) Pay Increase 3) Pay Increase	11/7/2022 5:35 PM
82	1. Salary on par with COLA increases and inflation 2. Flexibility with Online/Remote teaching--allowing faculty to teach 100% online/no requirement to teach face-to-face. 3. Faculty participation with scheduling (maintaining requirement for Deans to reach agreement with faculty when canceling classes)	11/7/2022 5:33 PM
83	Salary, Overload and allowing part of load to be online	11/7/2022 5:30 PM
84	Salary, Salary Columns, Remote Work	11/7/2022 5:22 PM
85	General salary increases, Overload salary improvement, equal number of steps in each column.	11/7/2022 5:22 PM
86	Overall salary increase(s), Improve salary column-advancement requirements, Offer 12-paycheck option for regular salary for all Unit Members	11/7/2022 5:16 PM
87	Salary, Overload, Columns	11/7/2022 5:11 PM
88	Salary increases, LHE equivalent for labs, intellectual property	11/7/2022 5:04 PM
89	1) ownership of course content 2) online courses/remote work 3) Salary The order isn't meaningful here, but salary is more urgent than the other two. Ownership of work is vital especially with the transition to online and the easy clone-ability of files, course, and materials. It needs to be clear that the faculty creator owns it, NOT Citrus and obviously not bad actors (like our colleague experienced).	11/7/2022 5:02 PM
90	Article 8, Retirees bonus', intellectual property	11/7/2022 5:02 PM
91	1. Overall salary increase 2. Option of 12 month pay period 3. Clarify language	11/7/2022 4:55 PM
92	Increase salary, increase retirement medical benefits, online and remote teaching scheduling and evaluations	11/7/2022 4:54 PM
93	(1) Overall salary to keep pace with COLA; (2) retiree health benefit improvements; (3) overload and intersession salary	11/7/2022 4:53 PM
94	Salary Remote work Improve retiree benefits	11/7/2022 4:52 PM
95	Salary Salary Salary	11/7/2022 4:51 PM