



January 29, 2026

Dear colleagues,

I am writing to share an important update regarding our Collective Bargaining Agreement, grounded in transparency, fairness, and good faith. Part-time faculty are essential to the academic success of Cerritos College. For that reason, the Cerritos Community College District will be reopening contract negotiations with the Cerritos College Faculty Federation to address contract language related to part-time faculty working hours.

This step follows ongoing conversations with CCFF leadership and reflects a shared commitment to ensuring clear, equitable, and sustainable working conditions moving forward. As many of you may be aware, questions related to part-time faculty working hours are being raised across the state, including through a statewide class action lawsuit involving multiple California community colleges.

Rather than remaining in the passenger seat as broader statewide processes unfold, we believe it is in the best interest of our campus community to engage these issues directly through bargaining. By acting proactively, we have the opportunity to shape solutions that reflect the unique needs, values, and priorities of Cerritos College, while ensuring clarity and fairness moving forward.

The parties intend to submit proposals to define existing and future terms relating to faculty compensation and conditions of employment, including the method and manner by which faculty assignments are performed and for which faculty compensation is calculated and paid. Collective bargaining may foreseeably involve reopening the following articles:

- Article 4 – Assignment
- Article 8 – Salary
- Article 13 – Part-Time Faculty

All other contract provisions will remain in effect unless expressly modified through written agreement. Any new matters arising during negotiations will follow the public notice requirements of Government Code Section 3547(d).

Above all, this process is being approached with care, professionalism, and mutual respect. I remain committed to communicating openly as this work moves forward.

Thank you for your continued dedication to our students and to one another.

Jose L Fierro, D.V.M., Ph.D.
President-Superintendent
Cerritos College