



## **RYEN HIRATA**

☎ 559.369.4120

✉ [scftnegotiator@gmail.com](mailto:scftnegotiator@gmail.com)

📍 SCFT Lead Negotiator, Full-Time  
Faculty at CCC, College Counselor

*December 24, 2024*

### **Dear SCCCD Faculty,**

As we bring 2024 to a close, we wish you all good health and hope you take the time to make memories with friends and family. With 2025 around the corner and the goal of having a signed contract prior to the end of May, the SCFT Negotiations Team began negotiations with the District on Wednesday, December 18, 2024.

We introduced the negotiation teams for SCFT and the District, established ground rules, discussed processes and practices for submitting modifications, and other preliminary formalities. For this negotiation cycle we are attempting something brand new: unifying the contracts while continuing to do what we have always done; arguing for improvements and modifications that will lead to the best contract possible. With that said, we decided to split negotiations into two (2) phases: Phase 1) Contract Unification; and Phase 2) Proposals for modifications to contract.

Since our goal is to reach agreement by May, and with all the issues to be considered in making this contract the best it possibly can be, we knew we needed to jump right into negotiations. So, we also presented Phase 1, Contract Unification, during this meeting. Phase 1 is now in the District's hands to review.

Although we are beginning negotiations, please continue to let us know what your concerns are with our District, our contract, and your working conditions. Tell us your stories and provide your suggestions for improvement by completing the survey or by contacting one of the union representatives on your campus to share your story. Phase 2 is still being drafted. We will take into consideration the responses provided by the survey as well as direct conversations we have had with you in our Conversation Campaign.

This cycle, we will be working hard to provide consistent updates. Thank you once again for your constant professionalism, we hope you enjoy the break and the SCFT Negotiation Team looks forward to negotiating the best contract possible for all of us.

Sincerely,  
**Ryen Hirata**