

OUR UNION MAKES US STRONG



**Community College Association
California Teachers Association**



CCA and CTA ARE HERE FOR YOU

Support, Advocacy, Representation, Protection

Belonging to CCA/CTA has made a difference in our profession. The truth is, you won't get the resources and support you need to do your jobs with any other organization. CTA does more than bargain local contracts. Its expert staff monitors and advocates for legislation that benefits faculty and their students; provides ongoing professional development trainings that directly impact faculty; helps local chapters elect "faculty-friendly" trustees; and provides legal, investment and insurance programs. Below are some examples of how CCA and CTA are working for our members and our students.

CCA CONFERENCES THREE TIMES A YEAR

- Fall Conference on Membership
 - Member Recruitment
 - Support for Members
 - Membership Chair and Committee Training
- Winter Conference on Bargaining
 - Bargaining Academy for Intensive Training
 - Bargaining Part-Time Issues
 - PERB Decisions
- Spring Conference on Advocacy
 - Legislation
 - State Budget
 - Sacramento Politics
 - Advocating for our students and faculty

CCA WEBSITE

- Information on current issues in education and representation
- Chapter events
- CCA documents and resources
- Grant applications

CCA BOARD WORKING FOR YOU

- Board exchanges information and strategizes on information from chapters
- Board supports chapters and attends chapter events

- Board safeguards your dues by providing oversight on expenses
- Board committees have responsibilities
 - Conference Committee – conference sessions, speakers, and events
 - Budget Committee – budget priorities and policies
 - Governance Committee – Bylaws, Standing Rules and Redistricting
 - Communications Committee -- association visibility, exciting events and publications, website priorities

CCA OFFICERS REPRESENTING YOU

- CCA President and Vice President attend all Community College Board of Governors' meetings and report back to your representatives on the CCA Board.
- CCA President and Vice President go to Sacramento to participate in both the Council of Faculty Organizations (community college faculty groups) and the Chancellor's Consultation Council, the shared governance body composed of all community college stakeholders.
- CCA President and Vice President attend CTA Board meetings to get legal updates, field reports and communications updates.
- CCA officers often represent you at community and legislative events (organizational dinners, conferences, legislative receptions).
- CCA officers serve in CTA bodies (e.g. CTA Grassroots Lobbying Group, CTA Higher Ed Advisory Committee, CTA Equity Team).

DEDICATED CTA STAFF FOR COMMUNITY COLLEGE FACULTY

- Training for individual chapters in organizing, bargaining, treasurer's duties
- Workshops and networking opportunities at CCA Conferences
- Assistance with grievances
- Fast turnaround on legal advice (for example, the Rio Hondo Negotiations Team got a critical legal opinion in 3 hours during bargaining)
- Advice to chapters and individual members
- Ongoing support and presence on Negotiations Team
- Hours of expert advice at no hourly charge – a labor lawyer would charge at least \$400 per hour for comparable services

CTA/NEA MEMBER BENEFITS

- CTA Voluntary Life and Disability Insurance
- CTA Auto and Home Insurance
- NEAMB Professional Development resources
- CTA Well-Baby Program
- CTA and NEA Entertainment and Travel Discounts (including car rentals)
- NEA Purchasing Discounts (retail, restaurants, and more)

- CTA Credit Union Services
- NEA Auto Buying Program
- NEA Savings Program
- NEA Home Financing Program
- NEA Magazine Service (go to www.neamb.com/CTA for two free annual subscriptions)
- NEA Wireless Program (for AT&T cell phone service)

INVESTMENT EDUCATION AND RETIREMENT SAVINGS

- Investment and retirement planning information
- Online calculators
- Videos
- Checklists and publications
- The CTA Retirement Savings Plan anticipated launch is early 2016

MORE INFO:

www.CTAMemberBenefits.org (650-552-5200)

www.CTAMemberBenefits.org/toolkit (for leaders)

www.CTAinvest.org

www.neamb.com (800-637-4636)

CTA LEGAL DEPARTMENT

- Representation of CTA, chapters and members in the following bodies: state and federal trial and appellate courts, state labor relations board, arbitration hearings.
- Initiation of legal cases to promote and protect union rights
- Hard-fought battles on tenure, including *Vergara*
- Defense of union rights – fair share, collective bargaining – going all the way to the U.S. Supreme Court
- Advice on legal implications of communications and actions by staff and leaders
- Individual cases with far-reaching impact – discrimination, abrogation of First Amendment rights, and other potentially damaging violations by administrations
- Protection re IRS regulations and labor law for CCA dues income
- Consultation with CCA officers and board on CCA legal responsibilities
- **Chapters and Members**
 - Professional development on labor law and evolving and settled cases
 - Monthly summaries to chapters and legal advisories to staff
 - Summer Institute and Presidents Conference programs
 - Advice and consultation on contracts with a lawyer

- Representation at PERB proceedings with 100 percent of cost covered
- Legal representation, strategy and paperwork in district layoffs
- Probationary faculty – 3 hours free legal advice
- Temporary faculty – 2 hours free legal advice
- Tenured faculty for-cause dismissal – up to \$18,000. in legal fees
- RIFS – up to \$3,500. in legal fees, with additional \$ on case-by-case basis
- Employment-Related Criminal Matters Up to \$5,000.
- CalSTRS Disability Appeal up to \$6,000.

CTA GOVERNMENTAL RELATIONS – LEGISLATION

- Guaranteed funding for community colleges through Proposition 98 which gives us budgetary protections not provided to the state universities
- Sponsored bills to increase CalSTRS benefits and defense against attacks on our secure retirement
- Defeat of anti-education bills resoundingly, especially anti-tenure legislation
- Provision of professional and statistical support for contract negotiations and enforcement
- Work with other faculty organizations to pass the 67 percent load law for part time faculty and pursuit of employment stability

CTA POLITICAL ACTION

- Led the successful statewide campaign to pass Proposition 30, the first tax increase for education in 20 years.
- Defeated Prop. 32, which would have silenced the voices of educators, unions and the Middle Class
- Successfully advocated for millions of additional dollars for community colleges from the legislature, especially for categoricals such as Counseling, Student Success, EOPS, DSPS, Foster Youth
- Successful intervention to prevent budget cuts
- Representation and testimony by dedicated CTA legislative advocate at budget hearings on the Community College portion of the state budget

CTA SUPPORT AND EXPERTISE FROM OTHER DEPARTMENTS

- Negotiations and Organizational Development (NODD) – contracts, organizing around bargaining, statistical studies and contract language
- Political Organizing – Board of Trustee elections, bond issues, community political issues
- Communications – dedicated staff experts in community colleges available for advice on media contact and chapter needs, materials and advice on effective communication, including social media and new media, the *CCA Advocate* and features on community college faculty and programs in the *California Educator* and on the CTA website

- Instructional and Professional Development (IPD) – developments in education theory, research workshops
- Institute for Teaching (IFT) Grants available to community college faculty
- Community Outreach – increasing support in our communities, including K-12 members and other unions, organizing community events.

CTA SCHOLARSHIP PROGRAM

- CTA Scholarships for Members and Dependents
- Martin Luther King, Jr. Memorial Scholarship
- Cesar Chavez Memorial Scholarship