

# CCCI California Community College Independents

Allan Hancock • Contra Costa • Chabot-Las Positas • Foothill-De Anza • MiraCosta • Ohlone  
Pasadena • Rancho Santiago • Redwoods • Santa Barbara • Santa Monica • Santa Rosa • Yosemite • Yuba

## An Open Letter to CCCI Members

Dear Colleagues:

Most of our members know that faculty in CCCI generally pay the **lowest union dues** and have some of the **strongest contracts** in California. But few outside of leadership fully understand the advantages our model of representation provides. We are effective because we offer locals what they need when they need it, without expensive bells or whistles and unfettered by extraneous influences. CCCI offers:

- **Support for Local Bargaining and Organizing Efforts**
  - **Training in Negotiations; Reading District Budgets; Handling Grievances, etc.**  
(provided twice yearly at our conferences and locally as needed)
  - **Training in Labor-Law Issues and Access to Multiple Labor Lawyers**  
(since our locals employ several different lawyers, we can compare legal opinions when one of our members needs extra support in this area)
  - **Sharing Data**  
(from salaries to benefits to contract articles, our listserv provides local union leaders a terrific resource when we need information quickly; we also research topics as needed to support one another)
  - **Training in Local Organizing**  
(including working with student groups, staff and others; when our locals need support, we send speakers and organizers)
- **Professional Statewide Representation and Advocacy for College Faculty Exclusively**  
(*not under the K-12 umbrella and purely reflective of our members' interests*)
  - **Representation at Consultation Council (State Chancellor's Office)**
  - **Representation at the Council of Faculty Organizations (CoFO)**  
(a monthly meeting of FACCC, Academic Senate, CFT, CTA and CCCI leaders)
  - **Representation at the CCC Board of Governors Meetings**  
(and other statewide meetings, from STRS to the Academic Senate to Committees of the State Chancellor's Office)
  - **CCCI Lobbyist David Balla-Hawkins**  
(who has helped us successfully sponsor, support, and defeat legislation; call for state audits; and keep CCCI informed about legislation affecting higher education in California)

With CCCI, your money stays local, and we pick our causes statewide and nationally. We recently filed a brief supporting faculty pension rights (in the Marin case); we sponsored legislation to improve due-process rights; and we have played a key role in achieving accreditation reform. ***Our focus is 100% on community college faculty: supporting our locals and fighting for educators.*** We have the resources to help our locals bargain effectively and a record of success.

We thank you for your support and look forward to your continued involvement in our organization.

Jeffrey Michels, CCCI President