

Upcoming Events

May 20 - Members only event- Padre V Red Sox Game

June 5 – 9 - Classified Appreciation Week 3rd week in May per Ed code; however, we will observe the week after all the graduation celebration events as we negotiate release time for all to attend the week's events.

June 26 - 30-CFT Summer School – in So. Cal, for new E-Council & Stewards.

October 27-29- Council of Classified Employees Conference – in No. Cal, for all members who are interested in learning more about CCE.

Know your contract:
 Call-In and Call-Back Pay
 12.8.1 Call-In Pay
 1. Any employee called in to work on a day when the employee is not scheduled to work shall receive a minimum of two (2) hours pay at the appropriate rate of pay.

CCE President's Message:



It's that exciting time of year when we see the fruit of our labor! In just a few weeks, our students will participate in many year-end events, including commencement. This is also the time of the year when our colleagues nominate us for recognition of our work and contributions to Palomar College. Congratulations to those nominated! Some of us are lucky to work with students daily, such as our professionals in counseling, financial aid, outreach, and admissions. Thank you for providing excellent service to our students. I want to recognize that everyone working at Palomar has a hand in our student's success, from the custodians who clean our facilities so that students have a nice place to learn to the HR professionals who hire our faculty and continue to fill our classified vacant positions. Everyone makes a difference, from our police officers and CSOs to our IS professionals who keep our systems running. Thank you, thank you!

I want also to thank all of our members; at 85% membership, we are strong! In the recent negotiation survey, most respondents indicated that COLA, yearly step increase, and benefits were the essential items to keep. As we enter negotiations, we will be asking more of you. Your negotiations team needs your support. While the cost of benefits is rising as expected, so is the cost of living, and the state has recognized that fact; that is why the COLA for July 2023 will be 8.22%; next year's COLA is projected at over 5%. If COVID-19 Pandemic taught us one thing, that access to health care is a right that everyone should have, and yet some people do not even get paid sick days. However, statistics show that union families can count on job security and health benefits. With your help, we can get through the negotiation cycle and keep our passthrough COLA. You can help by paying your dues into the system that protects our contract; if you are not a member, join today! If you are a member, start by wearing your union shirts and union buttons on Governing Board Days (the second Tuesday of every month) and starting in June on "negotiations Thursdays." As we ramp up, there will be more opportunities to participate. We are counting on you! Go Comets! CCE Local 4522 rocks!

From the CCE Perspective National Center for the Study of Collective Bargaining Article by Jena Kruhmin- CCE Treasure

Over Spring Break, we went to New York City to attend the National Center for the Study of Collective Bargaining conference at Hunter College. The highlight of the conference was the presentation given by the keynote speaker, Harvard Professor Michael Sandel. Dr. Sandel is critical of current beliefs in meritocracy; the thinking that those who succeed deserve to succeed, while those who fail deserve to fail. Meritocracy puts responsibility on the individual to rise above their circumstances. This belief system does not address sources of inequality. In fact, it has contributed to widening inequality over the past 40 years. If the journey to success is an elevator, it must be acknowledged that the disadvantaged enter in the basement, while the privileged elite enter on the top floor. Those who are successful must remember the luck, good fortune, and help from others that they received along the way.

It is the responsibility of those who work in higher education to recognize that the academic mission suffers when there is inequality within the institution. The purpose of higher education is to create well-informed, critical-thinking, civic-minded citizens. It is not to award an expensive degree that serves as a ticket to a high paying office job and a luxurious lifestyle. While college should be an option for people, it should not be promoted as the only option for success. There is dignity in work. Those who labor in the real economy do not deserve any less respect than Wall Street executives, and certainly do not deserve to earn 390 times less in wages! "Being good at making money measures neither our merit nor the value of our contribution" (Sandel 2020).

Dr. Sandel's speech was inspiring as a classified staff union member. As classified staff, we know that our roles at Palomar are important. We know that we keep the doors open and the lights on, that we get students enrolled in the right courses with financial aid packages, that we make sure faculty are scheduled appropriately and paid on time. It is clear that our cause is a noble one. Through our solidarity we gain power for our voices to be heard. Together, we continue to fight for actual living wages, to secure comprehensive healthcare for ourselves and our families, and to demand dignity and respect in our work.

The Constellation newsletter



Convention 2023 Conference Recap:

Work Wellness



Learning Resiliency on Spotify

Recap photos Spring 2023



CCE organized event for members- RENT the Musical in March 2023



Classified staff at CFT conference in San Francisco



CCE E council and PFF @ Collective Bargaining conference in Higher Education, NY

This year's CFT conference was held in San Francisco. We had the opportunity to take four of our classified professionals to this annual convention to represent Palomar College. In attendance was - Luis Alfaro, Admissions/Financial Aid specialist II, Omar Sanchez, Outreach Specialist, TRIO/SSS, Cynthia Cordova, Student Support Specialist-DRC, and Angie Heffner, Admissions/Financial Aid specialist II. This professional development opportunity is offered to our classified and educators to better understand the efforts made locally, state and nationally. Rather, than tell you, I interviewed our participants to explain from their perspective their experience.

Q: What was your experience attending this year's CFT convention?

Angie H- I felt very inspired and empowered, the convention speakers did a great job of reiterating how much power we can have if we stand in solidarity.

Luis A-The CFT convention was a great experience. It empowered me to work together for the overall better of the students, faculty and staff. I was able gather outside with all other members to show the community that we are a united group.

Omar S.-Attending this year's CFT convention was an amazing experience. I learned how CFT delegates vote on union policies and positions on issues affecting all members. Seeing other union member's voice their opinions and concerns allowed me to understand the challenges they face. This experience motivated me more to be an advocate for our students and for our CCE union.

Q: What would like to our CCE members to know about these conferences?

Angie H-I want people to know how much we learn about hearing each other's stories and struggles. We learn new and unique ways to tackle some of the issues we are experiencing on our campuses which are very much the same. By sharing, we learn that many of our struggles are the same but we all have different avenues to work through them. It is always so important to learn about resolutions, the process to get a resolution brought to the floor and how they get passed.

Luis A- I would like them to know that it is a great opportunity for them to learn how hard our Union works for all of us. The power we have as CCE unit to fight for justice. I would encourage other to attend these conferences when possible.

Omar S- After attending this year's CFT convention it allowed to understand the importance of having a strong union. If we can all work together and voice together, nothing can stop us. Si si puede!

Q: Would you recommend this to other CCE membership?

Angie H-I would highly recommend any CCE member attending the convention at least once, it is a great learning experience as well as being re-energized for union activism.

Luis A-I would highly recommend and encourage other CCE members to ask to go next time it comes out as an offer because it will empower you both personally and at the workplace.

Omar S-Yes, of course. It is a great experience for our CCE members to understand how hard our CCE Union board members work for our union and for our rights. This experience definitely gave me a different perspective in the challenges we face, but also see how much we can do if we stand together.

Cynthia C.- When I saw the call for members to attend the CFT Convention as a delegate, I was apprehensive about putting my name forward for a couple of reasons. First, I felt that I was not prepared to represent our Union at a convention. Second, I felt I was not educated enough on voting proceeding. As much as I was nervous about attending, I was also excited to learn how to represent our Union at such an important event. I knew I was in good hands under the guidance of my fellow union members attending the convention. I was pleasantly surprised to learn I could attend a "beginners" workshop that addressed all my concerns! By midday on day 1 I felt that I had a good understanding of my role during the convention.

I highly recommend other members to attend conferences and/or conventions in the future. Not only do you get to travel a bit 😊 but you also get a sense of the important work that is being done to ensure equitable working conditions for classified staff in education. There is still plenty of work to be done and we need more voices to be heard! Your experience as classified professional needs to be heard for change to occur.

Attending the convention has restored my motivation to lend a hand in advocating for equitable changes at Palomar for classified professionals and have decided to get my feet wet and run for a steward position!