and years. Classified employees cannot afford to let this happen to our CCE negotiators. Please go to the polls on November 2nd and cast your ballots for our endorsed candidates. If you don’t live within the Palomar District please encourage your friends and relatives who live within our District to vote for our CCE endorsed candidates.

**Elect Joe Chirra, Ruth Larson, and Nancy Chadwick**

This coming November 2nd the constituents of the Palomar College District will have a chance to change the direction and the makeup of our governing board. For classified employees this election could very well set the stage for some very important decisions by the District. One of the most important decisions pertains to negotiations between the District and the CCE. We all have seen the nightmarish negotiations that have been occurring between the Palomar Faculty Federation (PFF) and the District. If the District had a governing board whose majority was fair-minded, then these negotiations would have probably been concluded long before now, but instead they have dragged on for years.
Over 125 employees attended “The Picnic”. The picnic was held at Kit Carson Park in Escondido at the El Arroyo #1 picnic area on September 18th. The picnic was co-sponsored by the CCE and PFF. This was a time for food, fun and building community. There were games, candy, prizes and a huge green dragon bouncer for all the kids. The kids enjoyed the water balloon toss, 3 legged race, limbo, and the rock/paper/scissors game. Other activities included a silent auction and free drawings for great prizes. Many employees gave terrific donations for the free drawing or the silent auction. There were movie tickets, bath set baskets, Performing Arts tickets, toys, shirts, hats, a cool Sumo Wrestler Bobble Doll, Padre tickets, $90 photo session with prints, bottle of Dom Perignon, beautiful paintings, tickets to the California Center for the Arts, hand painted sunglasses, phonics laptop and kitchen items.

All Governing Board members and Candidates running for the Governing Board were invited to attend our picnic. Trustees Nancy Chadwick and Mark Evilsizer attended the picnic as well as Governing Board Candidate Joe Chirra. This gave employees all a chance to meet them and to ask questions.

The CCE Political Action Committee and the Membership Committee set up booths for people to pick up information about union membership and benefits and fill out forms to register to vote. The Citizens for Quality Education handed out flyers and pamphlets endorsing Nancy Chadwick, Joe Chirra and Dr. Ruth Larson and the PFF had a membership booth.

The combination of fun people, games, prizes and lots of yummy food made for a perfect outing. Please join us for the next great picnic.

Please visit www.palomar.edu/cce/default.htm to view additional photos.
AFT Home Loans
Home buying, selling, and refinancing made easier and more affordable for union members.

The AFT PLUS mortgage and real estate program is one of the most popular programs. This program makes buying or selling a home or condo or refinancing your present home easier and more affordable than ever! Program features include:

- Competitive mortgage rates
- Low down payments
- Special provisions for first-time home buyers including lower up-front costs
- Financial assistance for members out of work
- Mortgages for members with less-than-perfect credit
- Multi-language capabilities
- Available for AFT members, their children and parents in the continental U.S.

Buying a condo, house, or refinancing could be easier than you think. To learn more, visit the web sites given below.

http://www.unionplus.org/leaders/factsheets.cfm

* Note: This site gives the facts and information for union members. It also provides a question and answer page that provides information on how to get started.

www.unionplus.org/benefits/home/mortgage.cfm

* Note: This site is for Chase Mortgages for AFT union members. Chase provides a lot of information and a toll free number to ask questions or to apply. Applications can be processed right over the phone or in-person.

Whether buying, or selling your house, this program is something worth checking out!

2004 Election time is here!!!!

No Vote, No Voice!
Voting is important because the “One” in office affects you!

This November 2nd, make sure your voice is heard by voting. Become familiar with the issues that affect our communities, state, and country. For more information, or to register to vote, visit www.aft.org/legislation/votenet.html.
CFT Union Per Capita Fees Increase.

Recently, the CCE Executive Council made the following announcement:

“We have been notified by the CFT that our per capita fees have increased. Currently the mandatory fee is $18.34 per month. Of that amount, $11.89 is what has been paid to CFT. Their new monthly per capita is $13.32, which is an increase of $1.43 per month. According to our by-laws, Article 1 section 1, this increase shall be passed on to the members. Effective October 1, 2004, the new mandatory fee will be $19.77. This amount plus .25% of your monthly gross salary will be deducted from your paycheck beginning with the October 31st payroll.”

Although these increases are necessary to our CFT, it is with heavy hearts that we must implement this change. It is with great sincerity that the Executive Council understands the importance of keeping our membership informed on any and all changes that occur. Our membership community is the heart and soul of what keeps our Union strong. Thank you for your steadfast commitment.

Complaint Vs. Grievance

One of the very important seats on the Executive Council is the Grievance Officer. This person is responsible for meeting with all classified employees that feel that mediation is necessary between themselves and their supervisor and/or department. The Grievance Officer works very hard to ensure that all employees’ concerns are handled with the utmost care and confidentiality.

Not all issues that are presented through the grievance process result in an actual formal “Grievance”. Ideally, through mediation, concerns of employees can be solved on a “Complaint” level. The goal of the Grievance officer is to meet with all involved and be able to come to a resolution that is beneficial to everyone, before it reaches the “Grievance” stage.

For the month of September, there were 4 cases being worked on by our Union Grievance Officer. This is just one of many examples of how your Union is hard at work for you.