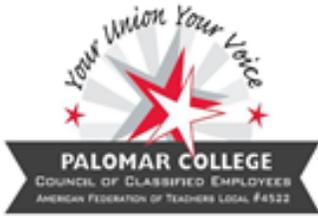


KNOW YOUR CONTRACT



FALL 2014 ISSUE
CCE/AFT Local 4522



Negotiations Update: Supplemental Early Retirement Program (SERP)

We are happy that we came to an agreement with the District that will allow classified employees who qualify, to take advantage of this retirement incentive and save the District money. The negotiations team worked diligently to ensure that in this agreement, classified positions that are left open by the SERP are replaced with like positions as soon as possible in the 2015-2016 fiscal year.

Aaron Holmes, CCE President, sent out copies of the agreed upon proposal and the clarification MOU back in August. The SERP documents were approved by the Governing Board at their meeting on September 9

Eligibility

55 Years of age

5 Consecutive years of service at Palomar College & you must retire from PERS at the qualifying retirement date

Benefit

75% of your 2014-2015 base salary; (not including compensatory time or overtime). PARS will be sending out information on the plans

Base salary includes out-of-class pay for classified employees being paid out of class as of August 22, 2014.

Requirements

Retirement date must be between the end of the Spring 2015 semester and June 30, 2015

Enrollment

Enrollment period will begin in the next 10 days. It will be open until February 28, 2015

Please note that the SERP may be cancelled if there are not sufficient savings as verified by the Governing Board in April 2015. At that time, if it is determined that there is not enough savings the SERP will be canceled. If the SERP is cancelled, employees will not be held to their retirement decision.

Membership

Update:

70%

Thank you for attending one of the orientation sessions presented by Reward Strategy Group (RSG) or watching the orientation online. RSG has been working closely with the Classification Study Steering committee to help ensure that this study is successful.

The PDQ's (Position Description Questionnaires) have been completed and submitted to your supervisors/managers, and their supplemental forms have been completed. Your PDQs and the supervisor/manager supplements were submitted to RSG and they have begun their analysis.

Your participation is extremely important to the classified unit and a complete and fair study to be accomplished.

Please direct any questions to CCE members of the your Classification Study Steering Committee members; Aaron Holmes, Chris Wick, Robert Sedillo, Dayna Schwab and Anne Delgado.

Classification Study



Article 13: Health & Welfare Benefits

Our District-paid Health & Welfare benefits are

amongst one of the many reasons why Palomar College is a great place to work.

Not too long ago, these benefits were in jeopardy at the negotiations table. It was with our members support, the hard work of our negotiations team and with the attorney we were able to pay thanks to fair share, that they remained intact.

Read the summary of highlights below and as always refer to your contract for the complete story!

13.1 *The District shall maintain the benefits program and shall continue to pay for the full cost of benefits*

13.2 *Use the Wellness Center at the rate of \$10 per month.*

13.3 *EASE program or one like it shall continue*

13.4 *The District shall continue to offer a voluntary FEX125 spending plan.*

13.5 *The benefit committee will continue to explore options and make recommendations to the District.*

Knowing that you have great benefits is peace of mind! Also, don't forget to take advantage of all the great things that Team Life offers on campus!

Next Topic:

Article 25, Health & Safety

Got questions or suggestions?

Email : info@palomarceaft.org

Please join us in welcoming the newest member to your Executive Council. Carol Moore has been appointed to the vacant position of Grievance Officer. Carol will be a tremendous addition to our team.

Executive Council

- Aaron Holmes,, President*
- Chris Wick, Vice President*
- Dan Dryden, Vice President*
- Debbi Claypool, Secretary*
- Tricia Frady, Treasurer*
- Anel Gonzalez, Grievance Officer*
- Carol Moore, Grievance Officer*

- Michelle Tucker, Steward*
- Robert Sedillo, Steward*
- Devonay Olsen, Steward*
- Catherine Parshalle, Steward*

Get Involved! Join our union. The installation of "fair-share" brought forward new opportunities such as our ability to have equity at the negotiations table by having an attorney at our table but we need YOU! Your time and dedication to our Union makes a difference. By being a member you can :

- Vote
- Run for office on the Executive Council
- Represent the CCE at committees, taskforce, workgroups
- Make a difference

Opt-in to receive reminders & updates!

Text: @cce4522 to 760-563-5212