

Dear CCE Members,

It is with great pleasure that we announce that this round of contract negotiations between the District and CEE has concluded. We are proud that due to the countless hours of researching, meeting and negotiating we have secured a good contract for the next three years! Please read the highlights of each article that was negotiated below. The TA'd articles will be displayed on our website and in print in T-101 (Anel's Office) and at the Library. We are planning a membership meeting June 19, 2017 to go over these changes before we vote to ratify the new contract.

Here are the highlights of the new contract:

Article 4: Agreement Conditions

- 4.1.1 Term - the date of the contract has changed to begin July 1, 2017 – June 30, 2020.
- 4.3 Limited Reopeners – Each year Article 12 Compensation and Article 13 Health and Welfare Benefits can reopen for negotiations (same as last contract), the change in this article is adding an option for up to four (4) additional articles selected by each party.

Article 6: Union Rights

- 6.1.3.4 Notification of New Unit Employee- Language was added to clarify union membership term.
- 6.5.3 District Committees, Councils, Ad Hoc, or Work Groups- We have updated the list by either removing, adding or editing names of committees, councils and/or work groups.
- 6.7 Released Time- Updated the contract to match our bylaws and the number of officers who currently have serving. We added the nine officers instead of 5 and secured additional release time to accomplish union work. Release time went from 40 hours to 63 hours per week.
- 6.7.4 CCE/AFT Training, Conferences, Conventions – We were able to double our release time from 10 days – 20 days, in order for more members to participate in union training.

Article 10: Classification & Reclassification

- 10.3.1 Classification Specification Committee - Added language in accordance with the Classification Study MOU.
- 10.4 -10.6 Reclassification/Reclassification Review Process/Implementation- The CCE was able to secure retro-active pay for reclassification requests beginning December 2017, we also agreed to timelines that allowed the District more flexibility to complete their work.

Article 12: Compensation

- 12.3 Service Increments – language added regarding employees hired after the beginning of the spring semester getting their service increment after one year of service.

- 12.6.3 Demotion – New language distinguishing Employee-initiated demotions and District initiated demotions.
- 12.7 Working out of class –Major changes include distinguishing working 12.7.1 100% out of class and 12.7.2 Expanded Higher level Duties of current classification. In both these sections, duration, compensation and assignment are clearly outlined.

Article 13 – Health and Welfare

- 13.1.1 Regarding Duplicate coverage – Language changed due to changes with our health care provider. The changes remain in alignment with the PFF contract, except for a date change to when we TA'd the agreement.

Article 24 – Retirement Benefits

- Regarding Eligibility – adding the word consecutive – same as PFF.

Please review the electronic articles here: www.palomarcceaft.org/docs/2017TAs.pdf