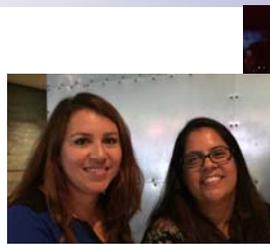


# KNOW YOUR CONTRACT



FALL 2016 ISSUE 1  
CCE/AFT Local 4522



## CCE Conference - Reports From Your Stewards

**“Social Justice and Racial Equity:  
Starting OUR Conversation” workshop**  
By Yvette Myers

“This work is never finished. You just bring more of yourself each time.” As a group of us sat and listened to one another discuss our experience and training within the area of “Social Justice and Racial Equity,” no words ever rang more truthfully. Many sad, trying stories were told as we discussed why we are doing the work we are doing, and what we hoped to gain from the workshop. One member shared how one of her students described the blistering hot hood of a police car during a random traffic stop, where they experienced racial profiling. Another who worked in Foster Youth talked about how many students she has lost over the years and that she has just “had enough.” Collectively, we worked towards a solution of engaging in the difficult conversations “in some of the most important topics of our time.”

During this workshop, we learned the most important part of joining together for a common purpose is by actively listening and fully understanding one another’s viewpoint. We engaged in activities where we listened to messages in their entirety without judging or interrupting. From this experience, we realized how challenging this is, as we often listen to reply or become



distracted. Some key takeaways from the workshop included: attempting to find a connection or personal interest in the topic, asking questions to clarify the message—never assuming that we know it, and paying attention to verbal and nonverbal messages.

Union members gained better understanding of group agreements and norms and how bias is created from experiential learning. We learned that listening to someone’s varying viewpoint does not equal agreement. Most importantly, we learned how to come to terms with the fact that, sometimes, there is no resolution or closure is to be found. Additionally, it’s important to take risks with yourself and lean in to the difficult conversations. This is where change happens.

### Proposition 55 Highlights:

Fiscal Impact: Increased state revenues—\$4 billion to \$9 billion annually from 2019–2030—depending on economy and stock market. Increased funding for schools, community colleges, health care for low-income people, budget reserves, and debt payments.

**Council of Classified Employees Union Conference**

**“Together we Stand for Justice and Equality”  
By Patti Serafin**

Your E-Council, Stewards, and members at large of Local 4522 attended the CCE Union Conference in San Diego the weekend of October 7-9<sup>th</sup>. It was very enlightening and energizing to be a part of an organization that



protects and furthers our rights and interests. The theme of this conference was “Together we Stand for Justice and Equality.” The weekend was packed with guest speakers, workshops and food-lots of food! Many workshops were offered, including: “History of Racism in the Labor Movement,” “Speaking with Confidence,” “CalPERS,” “Technology in the Workplace,” “How to Maximize your Union Communications Online,” “Gripe vs Grievance,” and “Social Justice and Racial Equity: Starting OUR Conversation.”



Wrapping up a full day of workshops, members built lasting relationships at the *Super Hero Soiree*, where costumed attendees danced the night away and created lasting memories in a dress up photo booth. Sunday morning’s breakfast concluded with a lesson on California Labor History dating back to the 1870’s and a Legislative Update from Ron Rapp, CFT (California Federation of Teachers) Legislative Director.

The 2016 Legislative Session was the most successful legislative year in the last 17 years. There were two Classified School Employee Bills signed into law, AB2122 (SB828)-Classified School Employee Credentialing Program and AB 2393-Paid parental leave for classified employees (K-14) and community college full and part time faculty (co-Sponsored). We were able to accomplish significant budget victories and all this was possible with a collaborative effort and member activism!

Although our local does not officially endorse any candidates or propositions, the CFT endorses and encourages its members to vote ‘YES’ on Proposition 55-Tax Extension to Fund Education and Healthcare. Proposition 55 extends by twelve years the temporary personal income tax increases enacted in 2012 on earnings over \$250,000, with revenues allocated to K–12 schools, California Community Colleges, and, in certain years, healthcare.





## ***Article 10.4 - Reclassification***

***This is an abbreviated version of Article 10; The complete Article 10 text can be found at <http://www2.palomar.edu/pages/hr/files/2013/05/CCE-Contract-2014-16.pdf>***

### Purpose, Eligibility and Restrictions

- A reclassification may be required as a result of gradual change in the **permanent assigned duties and responsibilities** and/or District reorganization.
- An employee may request a reclassification, if the employee's job description is inaccurate ( It leaves out many duties and responsibilities performed or lists things that are not actually required or performed).
- To apply for reclassification employees must be **permanent**, (non-probationary)
- Note: Increases in the volume of work shall not be the basis for reclassification. (This is a matter you can discuss with a union rep, as supervisors are supposed to manage workload for their employees.)
- Classifications which have been in existence for less than one year are not eligible for reclassification.
- Only one (1) request within a twelve (12) month period may be submitted for a reclassification of a specific position. Requests must be submitted on or before **December 15th**.
- **The classified employee shall continue to perform the duties and responsibilities that prompted the reclassification request until the final decision is made.**

### Who May apply for Reclassification:

An employee, supervisor, administrator, or Human Resource Services (District) may initiate a Request for Reclassification. An employee may request the assistance of the CCE/AFT in submitting the request.

### Process & specific times are outlined in our contract.

- Submit a reclassification Request to Human Resources. \*
- IF employee initiated, their supervisors signature is required within 3 days
- A Human Resource Services designee shall review the completed Request within ten (10) workdays of receipt.

**If denied**, it will be returned to the initiator who may withdraw the Request, resubmit a revised Request, or submit an appeal to the Reclassification Appeals Committee within five (5) workdays.

**If accepted**, The employee has thirty (30) workdays to submit the Classification Questionnaire to Human Resource Services.

- There are items that will need to be completed and/or reviewed by the supervisor and Deans.
- The final recommendation from Human Resource Services will be reviewed with the employee and supervisor, ratified by the board and the effective day will be July 1st.

**\* NOTE: Human Resources is working on updating the reclassification form as well as processes described in the reclassification MOU. You can find the MOU at: <http://www2.palomar.edu/pages/hr/files/2016/09/MOU-CCEClassStudy2014-8.24.2016.pdf>**

## Council of Classified Employees—2016 Legislative Session Summary WINS for California CCE

- ◆ AB 2122 (SB828) - Classified School Employee Credentialing Program , although this does not affect us directly this is a great win for our brothers & sisters working in K-12 because it allocates \$20 million to support professional growth. CCE/AFT is also working on expanding this type of legislature for Community Colleges.
- ◆ AB 2393—Paid parental leave for classified employees (K-14) and community college full and part-time.
- ◆ 100 million increase in early childhood education
- ◆ 41.5 million for CCFS for restoration funding over 5 years



Membership  
Update:

80.24%

### Executive Council

Dan Dryden, President

Chris Wick, Sr. Vice President

Buddy Springer, Vice President

Catherine Parshalle, Secretary

Amber Cross, Treasurer

Anel Gonzalez, Grievance Officer

Carmelino Cruz, Grievance Officer

Aaron Holmes, Technology Officer

Michelle Tucker, Communications/  
Membership Officer

### Stewards

Adriana Sanchez

David Vasquez

Mary Jo Flores,

Patti Serafin,

Yvette Myers

## Get Involved & Stay Informed

- **Comet Information Exchange**
  - <http://www2.palomar.edu/pages/cie/>
  - Read about what is happening in Council Planning meetings and e-mail questions
- **Vote in the coming election**
  - **3 Governing Board Seats are open**
- **To check CFT/AFT endorsements in your area check:**  
<http://www.cft.yourvoter.guide>
- **Attend monthly Classified Speaks and CCE Member update meetings.** Ask questions and share your ideas or concerns. Come hear others thoughts. **Next Classified Speaks will be: November 17th at 11am and 3pm in the Governing Board Room.**
- **Run for office on the Executive Council** The E-Council will be holding elections for several offices in April 2017.
- **Represent the Classified Unit on a council, committees, task-force and workgroups** Several planning committees will need Classified Representation this year.
  - \* **Watch for "Call to Serve" e-mails to volunteer.**

**THANK YOU TO THOSE THAT HAVE VOLUNTEERED TO SERVE OR WHO HAVE BEEN SERVING ON COUCILS AND COMMITTEES!**

*Got questions or suggestions? Email : [info@palomarcceaft.org](mailto:info@palomarcceaft.org)*