

Upcoming Events

August 15-19
 Palomar Plenary Week

October 21-23
 Classified Conference
 Los Angeles

Past Event Photos

Classified Appreciation Week



CCE President's Message:



We are proud to be able to roll out the new CCE newsletter with a new look and lots of information to keep everyone in the loop! As President of our fantastic union, local 4522, I am excited to welcome our new leadership team for 2022-2023. If you attended our general session on June 23, 2022, you could see our two new stewards, Sasha Craig and Krista Lough, and our new VP of Membership, Cheryl Kearse, take the CCE oath of office. We also introduced the rest of the CCE leaders two other were appointed recently and re-elected, Elizabeth Alvarado, Communications Officer and Bianca Littleton, Steward.

At the General Meeting, I went through many wins our union had this past year. Some of the highlights included three reiterations of our COVID MOU to continue protecting our jobs and working conditions as we pivoted through this worldwide pandemic. We covered the stipends and the most recent COVID Safety Protocol Stipend, which recognizes the most disenfranchised of our brothers and sisters who lost wages while doing the work for COVID mitigation as described by OSHA. We celebrated the fact that the COLA is in our contract and the importance of keeping our membership strong. Last year our salary schedules were adjusted by the COLA at 5.35%, and this year 6.56% totaling 11.91% raise over the previous two years!

This year, we are looking forward to more membership engagement as we return to work on-site; we will plan more member events and training opportunities through our union and professional development. This coming year, we will focus on improving our communication through print, social media, and new technology. Finally, as we finish reopener negotiations, we are also gearing up for full contract negotiations. It's already looking like a very busy year, and with our members' support, we know that next June, I will be reporting more wins! We are classified strong, classified proud!

Classified Highlights:



CCE would like to congratulate & highlight two of our classified staff, Angie Heffner and Sasha Craig, for completing their education at Palomar College! Way to go Angie & Sasha! We can't wait to see what they accomplish next.

Si Se Puede!



New Officers Swearing-in
 Joining our 2022-2023 leadership team as Stewards (left) Sasha Craig and (middle) Krista Lough & (right) Cheryl Kearse as our new Vice President of Membership.

Work Wellness



Create an Affirmation

Words are powerful! They hold energy and can shape our perspective. Feel motivated by saying inspirational affirmations

I am confident!

I create quality work that makes a positive impact

I trust my skills and abilities

Free Community events for the summer

Check out these free events happening around you!



Members of the San Diego Symphony and FF Collective are partnering with a Ukrainian refugee flutist to perform a benefit concert to fund relief efforts for 60 members of Ukraine's premier youth orchestra who are displaced in Poland because of the war in their home region.



The Vista Twilight Market is a food and local night market at the Antique Gas and Steam Museum the 3rd Thursday of each month. There is food, crafts, beer garden, kids zone, DJ, live music and more!

KPBS Events | KPBS Public Media

Meet Rancho Bernardo Classified Staff!

Interviewed by Terhea N. Williams

Classified employees at the Rancho Bernardo Center, Arianna Lopez (Admissions, Financial Aid Specialist II), Tricia Parlovics (Admissions, Financial Aid Specialist II), and Liliana Velazco (Student Support Specialist I) have been part of CCE for 4 years. They share: "We signed up to be members of CCE on the day of Orientation. We really liked the presentation and free lunch!" When asked about the best part of working at the Rancho Bernardo Center, they responded "The community vibe here. The staff. The students. Everyone is so welcoming. The grounds are beautiful. Since there's less students, we can engage with them more personally. We can establish relationships. There is an overall "positive" atmosphere here."

These three individuals make up the Student Services wing of the first floor of the RB center. Thank you to Arianna, Tricia, and Liliana for taking the time to share a little about themselves. If you have not yet visited the Rancho Bernardo Center, maybe it's worth the drive. At least you know you will be welcomed with a smile when you arrive!

Let's HUSTLE!

CCE is expanding communication through "Hustle"

Do I need to download anything?

No, you will receive communication via text by CCE Communication Officer Elizabeth Alvarado about any important dates, information about contract negotiations, workplace updates, campaigns and more!

Keep an eye out for communication this summer!

Know your contract : Article 11-Hours & Overtime

11.8.1 Overtime must have prior written approval from the employee's supervisor. All overtime hours as defined in this section shall be compensated at a rate of pay equal to time and one-half (1.5 times) the regular rate of pay of the employee. Overtime is defined to include any time worked in excess of eight (8) hours in any one day or in excess of forty (40) hours in any calendar week, whether such hours are worked prior to the commencement of a regularly-assigned starting time, or subsequent to the assigned quitting time. Pg.29 of CCE-Contract

Shared Governance

Palomar's new shared governance structure was implemented this past year. One of the key changes to the structure is the inclusion of four classified seats on each of the five new top-level councils. CCE was able to fill all twenty seats initially, and when councils began meeting in the fall, the CCE Council Reps also started meeting monthly to share experiences and information. In January, classified representatives serving on committees joined the CCE Council Reps meeting.

The goal of the CCE Reps meeting is to increase communication among those serving and to communicate information about what's happening in shared governance with the whole classified unit. This newsletter is one way we hope to do that. Future newsletters will spotlight the work of one of the five top-level councils and provide updates from other councils and committees. For this first newsletter we wanted to introduce the CCE Reps serving on the new councils and share highlights from the first year:

College Council (CC) Reps: Carmelino Cruz, Tricia Frady, Anel Gonzalez, and Cheryl Kears. CC reviewed updated APs (Administrative Procedures) which included switching to use of gender-neutral language. CC also discussed possible faculty/staff breakrooms, the proposed state budget, a college-wide Enrollment Management Task Force, Guided Pathways progress and AB705 compliance.

Infrastructure & Sustainability Council (ISC) Reps: Ryan Davis, Krista Lough, Russell Thomas, and Chie Tuller. ISC reviewed membership on the Sustainability Master Plan Taskforce which will develop plan required to be in place by 2025, and is working on forming Technology Master Plan sub-committee. ISC discussed possibility of designated parking for Veteran students and need for accessibility maps to help folks navigate campus.

Institutional Effectiveness, Planning, and Fiscal Stewardship Council (IEPFSC) Reps: Angela Kong, Jena Kruhmin, Ping Lee, and Michelle Tucker. IEPFSC discussed creating "user groups" to provide input from those effected by or tasked with implementing new projects or plans; creating an annual calendar to improve cross-divisional communication and help administrators and faculty work more effectively with classified staff; and creating a data usage and sharing strategies.

Employees, Community, and Communication Council (ECCC) Reps: Jeannette Garceau, Kelly Helming, and Heather Murray. ECCC reviewed APs, including AP 3000 which institutionalizes DEI/Antiracism/Accessibility training for all employees. The PD committee reported to ECCC on new schedule for plenary week that culminates with all-college Friday. The VP of HR shared a plan to develop an Ombuds program.

Equity, Education, and Student Success Council (EESSC) Reps: Elizabeth Alvarado, Alejandro Arellano, Melissa Grant, and Terhea Williams. EESSC established taskforce to review AP 5500 (Student Conduct and Discipline), AP 5520 (Student Discipline), AP 5530 (Student Complaints and Grievances) and a work group to develop the Equity Plan. EESSC also looked at why Puente, Umoja and Transition program students were denied priority registration.

Classified voice and perspective in shared governance are important. There is a current opening for a CCE Rep on the Employee Community and Communication Council. Look for upcoming call to serve to fill this position and as well as other vacancies on committees. CCE Reps are your voice in shared governance; reach out if you have questions or input.