

Upcoming Events

- Feb. Black History Month
- Feb 15th- Esco & RB Palentine's Pop-ins
- Feb 16th- San Marcos Palentine's Pop-ins
- March- Women's History Month
- March 17th-18th-CFT Convention



Doctoral Stipend

Friendly reminder

The newly negotiated doctoral stipend is ready for implementation. If you have earned your doctoral degree, please complete this [form](#).

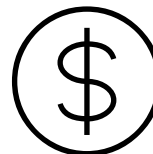
CCE President's Message:



There's something about this time of year when I feel a lot of hope. I don't know if it's because it's Spring semester, it's February, and the sun is shining, but I feel a sense of renewal and new energy to keep making good trouble. As I reflect on my time serving the union as steward, negotiator, grievance officer, vice-president, and finally president, I am in awe of the incredible feats our union has accomplished. From protecting jobs, and ensuring good working conditions to our pass-through COLA, yearly step-increases, employer-paid benefits, professional development, and leadership opportunities, to name a few. I am especially in awe of all the exceptional leaders I have worked with in the past and the energy and courage our new CCE leaders have brought to the table.

Our executive council, stewards, negotiators, and council and committee members are dynamic leaders with deep dedication and commitment to our classified professional needs. They stand and speak truth to power for all of us. Through our leadership meetings, grievances, negotiations, and shared-governance processes, they inform the District that it's vital to remember that to classified professionals, equity and fairness are not just about the outcomes they receive. That classified professionals care about the fairness of decision-making procedures and the treatment they receive when results are communicated. Together we are showing the District daily that we are valuable shareholders of this organization. Classified professionals make achieving the mission and vision of Palomar possible. So, back to February and love in the air - thank you so much to all of the leaders in our who step up for us; you make me proud and give me strength.

I hope you enjoy this new volume of The Constellation newsletter and remember to reach out to us with any ideas for articles and any time you have questions or concerns. We are here for you.



Where do your union dues go?

Often people wonder where do our CCE dues go. Besides our national, state and local affiliates, here is a breakdown of where some of your 2022-2023 union CCE dues have helped the greater campus community & DEIAA efforts this school year.

- Dinner & a movie for Latinx Heritage month event - \$1343
- Lumpia for Filipino American Heritage event - \$140
- Comet Football players pizza celebration - \$283
- First Generation College Celebration Resource Fair - \$200
- Veterans' Resource Center Food Drive - \$1000
- Palomar Foundation Giving Tuesday donation (scholarships) - \$250
- EOPS Holiday Toy Drive - \$305
- Tarde de Familia - \$250
- Sweet potato pie for PBFSA celebrating Black History month - \$500
- Sponsoring the Social Justice Festival's Student Human Library - \$1000

In all, your dues have helped elevate DEIAA efforts at Palomar College and have made an impact in the lives of students and the college community. As we move forward into Spring 2023 your contributions whether monetary or online/physical presence has made an impact.

United we stand, and united we are

Work Wellness



Let life surprise you!

- What was the best part of your day so far?
- Share 3 things your'e grateful for:
- What are you looking forward to?

Share the leave!

Donate to the catastrophic leave drive here!



Be our friend! Follow us on instagram!



@local4522

SHARED GOVERNANCE



The new governance structure was designed to include more voices from constituent groups including classified staff. It was also intended to break down some of the "silos" that keep areas of Palomar separate. The new structure has been an opportunity for Classified Representatives to share their perspectives, not only on the Councils they serve but also in monthly CCE Rep meetings.

The new Councils have been in place for more than a year and continue to evolve. CCE is looking to fill open positions on several of the Councils this semester. Please consider contributing your Classified voice and perspective by serving as a Classified Representative.

The following Councils all meet twice a month on Friday's via Zoom and have open seats for a Classified Representative:

- **The Institutional Effectiveness, Planning and Fiscal Stewardship Council** works to support a culture of continuous quality improvement at Palomar to ensure that all students receive the opportunities and support they need. IEPFSC meets 1st and 3rd Fridays, 1:00-3:00 pm.
- **The Infrastructure and Sustainability Council** identifies, prioritizes, and advocates for the College's technology and facilities needs and services. IFC meets 1st and 3rd Fridays, 9:00-11:00 am.
- **The Employee, Community, and Communication Council** focuses on the human resource needs of the College, including growth and professional development of all employees; it makes recommends to promote safety and security; and it promotes optimal dialogue between all dimensions of the community. ECCC meets 1st and 3rd Fridays, 9:00-11:00 am.



Upcoming CCE Elections!

CCE holds annual elections for officer positions whose terms are up, as well as for Stewards who all serve one-year terms. Positions up for election—or re-election—this year are:

- President
- Senior Vice President
- Secretary
- Grievance Officer
- (5) Steward positions.

Serving as a steward is a great way to get more involved with your union and to serve as a voice for staff in your area, center, or programs.

Nominations will be taken at the CCE member meeting in April. To start the process, we need a volunteer to chair the election committee—so keep an eye out for that call-to-serve.

Know your contract:

ARTICLE 26 – PROFESSIONAL GROWTH
26.1.4 Guidelines

Full-time employees may be allowed to take up to four (4) hours of class per week during work time (release time) if the class is directly related to the employee's current job as determined by the Assistant Superintendent/Vice President, Human Resource Services. Permanent employees on less than 100% contract will be eligible for a corresponding percentage of release time. Probationary employees and permanent employees not enrolled in a Professional Growth Plan may still be eligible for release time at the request of their departments. The Assistant Superintendent/Vice President, Human Resource Services, must approval all such requests.