

## Upcoming Events

Sept.24

CCE event

Show team spirit! Comets vs College of Canyons @ Escondido H.S

Oct 6

Meet and Greet with governing board candidates @ Cocina del Charro 4pm-7pm

October 21-23

Classified Conference  
Los Angeles

## Past Event Photos



## CCE President's Message:

Happy Fall semester and Happy Labor Day! Last week, a Gallup poll shows that unions are more popular than they have been since the '60s. The truth is that in over 200 years of the American labor movement, we still have the same basic economic and social needs. Living wages, paid time off, health care benefits, and safe working conditions are basic human needs to reach the American dream. Being a unionist is a hard job. It's a thankless job. The work never ends and the CCE leadership team spends weekends and evenings away from our families; we do this because we realize how fortunate we are to have that type of security at Palomar. It is the type of security that is worth fighting for because, you know, staff working conditions are student learning conditions.

We see you Classified Professionals. We see all the work that you do for our students and our community. As we adjust to our students coming back face to face, and as we slowly re-staff we want to make sure to remind you to take time and care for your well-being. Take your lunch and breaks! Our Grounds siblings do amazing work with all the gardens and arboretum, we encourage you to take a walk and check out all the exotic plants and trees you can only find at Palomar! If you ever have any questions about workload or anything in our contract, please do not hesitate to contact us.

This year we are partnering with our Athletics Department to show team spirit - We plan to offer members and their families tickets to attend games and pick up goodies throughout the year. Our first event is Saturday, September 24, when the Comets play College of the Canyons at Escondido High School. Go COMETS!!! Our VP of Membership is busy planning a member appreciation gala and much more staff engagement activities.

Finally, we are very excited to be in the process of moving our union office from NS 151 to MD 230. We will be in a more centralized and accessible location, and we can't wait to roll out the open house invitation later this semester! Thank you to all of our members and if you are not a member yet, join your union today!



P.S. If you know someone who is not a member of CCE/AFT Local 4522, encourage them to complete the membership form [here](#). There is strength in numbers!

The Fallbrook Center Staff welcomed students back for the Fall 2022 semester



## Classified Highlights New CCE members:

- Todd Wilcox
- Fabiola Alejandre
- Hector Jimenez
- Michelle Noel
- Shanon Beach
- Mirla Garcia
- Brittany Shannon
- Jessinda Kim

## Classified Conference!



At our Classified Conference, with the theme Aspiration to Action, you can look forward to a typical line-up of in-person events with plenary sessions, meal events, workshops, and social events. This conference is a great opportunity to get know your colleagues around the state, share best practices, and get the knowledge you need to strengthen your union and your workplace. Interested in attending? contact [elizabeth@palomarcceaft.org](mailto:elizabeth@palomarcceaft.org)

# The Constellation newsletter

## Work Wellness



### Shift your Perspective

With the start of a new semester, take a moment to reflect/write on three questions

What's currently working?  
What are your achievements?  
What obstacles have you overcome?

Gather inventory of what is working now, noting past achievements and any obstacles you overcame. This will shift your perspective and boost your self-confidence.

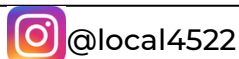
## HR Reminder

Human Resource Services has service pins that have yet to be claimed! If a staff member has earned a service pin for the 2021-2022 year and has not received it, please come to the Human Resources office in ST-1 to pick it up.

HR office hours are Monday  
- Friday  
7:30am - 5pm.

Do you have a skill/job that you would like promote?

email:  
elizabeth@palomarcceaft.org  
to advertise here!



## Shared Governance

The College Council held its first annual retreat on Friday, August 5. The Council, comprised of representatives from all college constituency groups, met to assess initial progress and discuss plans for the upcoming year.

Of particular importance to Classified Staff was the discussion around Council attendance and equity around participation in shared governance. Shared governance can be a heavy lift for Classified members. Council participation requires not only attendance, but preparation for meetings. This message was communicated to the Council as a whole and CCE President, Anel Gonzalez, highlighted the need for Classified to receive adequate release time to effectively participate in shared governance. Vice President of Membership, Cheryl Kears, emphasized: "Managers should not allow their Classified Staff to participate in shared governance, rather, they should encourage Classified Staff to participate." This communicates the importance of the Classified voice and reinforces administration's commitment to authentic shared governance at Palomar.

Another important point of discussion is that the Collective Bargaining Agreement (also known as the Contract or CBA) is a contract negotiated and agreed upon by the district AND the bargaining unit. The contract is not "owned" by CCE but represents the agreement between the District and Classified Staff about how Classified are to be treated in the workplace. This perspective removes the "us against them" narrative and encourages collaboration between college administration and unions. It also communicates a concern for workers' rights at Palomar College.

The Council also discussed the Comet Feedback network—Palomar's answer to a "suggestion box" for students and staff that can be found on Palomar's home page.

College Council continues its work this fall starting in September. All meeting agendas, minutes and materials may be viewed in Palomar's Board Docs platform.

## Know your contract:

### 1. Rest Periods

a.11.6.1 Employees shall be granted rest periods which, insofar as practicable, shall be in the middle of each work period at the rate of fifteen (15) minutes per four (4) hours worked or major fraction thereof. Rest periods shall be taken by employees after agreement with the immediate supervisor(s).



The main role of CCE's COPE is to endorse and support candidates for Palomar's governing board. Three board seats are up for election in November, in district areas 1, 4, and 5.

Three seats constitute a majority of the board, and this election looks to be significant in terms of what's on the line. There are candidates for school boards across the nation whose agenda is to undermine and create chaos in public education at every level. The destabilizing potential of such candidates becoming a majority of Palomar's governing board is real. CCE's COPE will be active in the upcoming months helping to get candidates elected who are student-focused and have the very best qualifications we could hope for in our Trustees, who support workers, and who value the role of classified staff.

CCE and the Palomar Faculty Federation (PFF) have endorsed candidates in the three district areas up for election. Two of the candidates are incumbents and all three have worked successfully with community colleges, large budgets, and diverse groups while not allowing disruption and personal agendas to influence them. It is critical these candidates are elected to keep Palomar moving forward.

There are several ways you can help. One way is to find out if you or any of your friends and family live in districts where trustees are up for election and help to educate them about CCE endorsed candidates in these districts. Attend the CCE and PFF hosted meet & greet event with the candidates on Thursday, October 6, 4-7 pm, at Cocina Del Charro. Volunteer to canvas or phone bank in the month prior to the election. Finally, consider joining CCE's COPE by making a monthly contribution—as little as \$1 per month. COPE members vet and recommend candidates for CCE to endorse. If you have questions, would like information about endorsed candidates or to volunteer, email CCE's COPE chair, Jeannette Garceau, at [jeannette@palomarcceaft.org](mailto:jeannette@palomarcceaft.org).