

Recap of Summer events



CCE with Randi Weingarten, in attendance for Classified day of Action.



CCE in solidarity with flight attendants for a fair contract.



CCE Exec. swearing in our 2024-2025 site representatives



CCE with UFW (United Farm Workers) recipients of the award organizer of the year by the San Diego Labor Council

President's Message

What an incredible summer it has been—truly an "Endless Union Summer" that has left us energized and ready for the challenges ahead! On May 21, 2024, we made history with our first-ever Classified Day of Action. Classified employees from all over the state converged on the west steps of the Capitol, standing together in unity and purpose. We were honored to hear from powerful voices, including our student speakers, lawmakers, and the unwavering AFT President, Randi Weingarten. Randi's words resonated deeply with all of us as she pledged AFT's full commitment to fight for the respect and dignity that classified workers deserve, ensuring that the students we serve have a bright and promising future.

Following this momentous event, we celebrated Classified Staff Appreciation Week, right after commencement. It was a week filled with great events, informative workshops, and most importantly, the opportunity to celebrate the incredible contributions of classified staff to the success of our union and the students we support. This week highlighted the essential role we play in the fabric of our educational communities.

This summer, CCE 4522 members and leaders have been actively engaged in various trainings and coalitions. From the CFT Summer School and the California Federation of Labor Unions Convention to the AFT Convention and AFL-CIO/SD Labor Council's Laborpalooza, our members have been front and center, gaining valuable knowledge and forging strong alliances. We also took part in CFT's Treasurer/President Training, further strengthening our leadership capabilities.

One of the most significant milestones of the summer was our strategic meeting, where we mapped out our path to achieving the goals outlined in our CFT Organizing grant. We also focused on optimizing our structure and making the most of our release time. Now that we have secured 100% release time for the president while maintaining weekly release time for the rest of our dedicated team. This is a tremendous victory, one that will allow us to serve our members more effectively.

All of these efforts are directed toward a single purpose: ensuring that CCE is the best union, doing the best work for our members. Our commitment to you is unwavering, and together, we are building a stronger, more vibrant future.

As you read through this newsletter, I encourage you to reflect on all that we have accomplished and to think about the future we are creating together. If you ever feel inspired to contribute to this great newsletter, please reach out—we would love to hear from you!

I cannot wait to see what we achieve next, standing united and strong.

-Anel Gonzalez

The Constellation Newsletter



Looking Back on the First Classified Day of Action



On May 21, 2024, twelve members of CCE 4522 took part in the first-ever Classified Day of Action. It was a special day where classified staff, who play important roles in our schools, got to meet with lawmakers and share why their work is so important. The event was all about making sure schools have enough staff and that these workers earn a good wage—not just enough to live on, but enough to enjoy life and spend time with their families.



The day was packed with activities, including speeches from union leaders and students, as well as a tour of the Capitol building. These activities helped everyone learn more about how laws are made and how they affect our communities. It was also a chance for classified staff to show how much they care about their work and the students they support.

What Participants Had to Say:

Sasha Craig, one of the participants, talked about how much she enjoyed meeting and connecting with others who care about the same things. After visiting the Capitol and seeing how laws are made, she felt inspired to get more involved in the legislative process, especially in supporting laws that help classified staff.



Krista Lough also shared her thoughts. She loved the energy and passion of the event, but she noticed that the timing made it hard for some people to attend, especially since it was held during finals week at Palomar College. Krista thinks that if future events had a clear focus, like talking about the Classified Bill of Rights, even more people would be excited to join in.

Elizabeth Alvarado shared a memorable moment when they met AFT President Randi Weingarten at the airport. This showed them how important it is to know the leaders who are fighting for classified staff. This experience was especially meaningful for Elizabeth, who is a first-generation indigenous woman dedicated to making education fair for everyone.



Join Us Next Year:

The first Classified Day of Action was a great success, reminding everyone how important it is to stand up for classified staff. The participants left feeling ready to be more involved in making laws that affect their work and their communities. We hope you'll join us at future events to keep this important work going. Together, we can make sure that classified staff have a strong voice in decisions that matter!

The Constellation Newsletter

CCE Summer Retreat

By Carmelino Cruz

The 2024-25 Strategic Planning Meeting held by our executive council and negotiators was a comprehensive session spanning two days, focusing on various critical aspects of our organization's operations and future plans.

Day One:

1. New Officer Induction:

- The meeting began with the swearing-in of new officers:
 - Jena Kruhmin as VP of Membership
 - Michelle Tucker as Treasurer
 - Carmelino Cruz as Grievance Officer (Steward)

2. Mission Statement Review:

- We reviewed and updated the mission statement for our unit to better align with our current goals and objectives.

3. Structural and Job Description Review:

- Evaluated the current structure and job descriptions.
- Implemented pilot officer name changes to ensure consistency within the labor movement:
 - Grievance Officers are now designated as Stewards.
 - Stewards are now designated as Site Representatives.

4. CFT Grant for Membership Focus:

- Secured a grant from CFT aimed at enhancing membership engagement.
- Planned year-long programming to execute our Member Organizing Plan.

5. Budget Review and Resource Allocation:

- Conducted a thorough review of the budget.
- Strategically allocated resources for the 2024-2025 fiscal year.

6. Introduction of Governance Chairperson:

- Introduced a new position to our council:
 - Cheryl Kearse appointed as Governance Chairperson.

Day Two:

1. Site Representative Training:

- Conducted training for Site Representatives, led by CFT Field Representative Anthony Solis.

2. Strategic Planning Break-Out Groups:

- Divided into specialized groups to further strategic planning in key areas:
 - Grievances
 - Communications
 - Operations
 - COPE (Committee on Political Education)

3. Action Encouragement Practice:

- Concluded with a session on the AHUY method, aimed at encouraging proactive participation and action among members.

This strategic meeting successfully laid the groundwork for our future initiatives and reinforced our commitment to enhancing our organizational structure, membership engagement, and strategic operations.



By Melissa Griggs

Going to the CA Labor Conference was an eye-opening experience. Before this event, my knowledge of union work—including our own CCE union—was limited, but the conference gave me the opportunity to learn more about the tireless efforts of union reps to safeguard workers' rights and improve our working conditions. One very impactful moment was listening to Sara Nelson, president of the Association of Flight Attendants (AFA), give a passionate call to action that led us to show our support at the San Diego airport. Another highlight was hearing from a group of women who shared how unionizing their nursery in Fallbrook has positively transformed their working lives, which helped to reinforce that very vulnerable populations also benefit from the protections that unions provide. This experience has helped to deepen my appreciation not only for our union but for unions in the broader community as well.

Know Your Contract

Leaves (Article 14) & Vacation (Article 16)

Find out more about the different leaves available to us in Article 14. Also, check out Article 16 specifically about vacation time and the process to request. Note that while your vacation request should be responded within five days, there is no minimum or maximum days required to submit your request.

The Constellation Newsletter



By Cynthia Cordova

The CFT Union Summer School was held June 24-28 at the Asilomar Hotel & Conference Grounds. Five of your leaders attended this intensive week-long training that provided them with influential skills to 1) organize campaigns, 2) involve members in union activities, 3) increase political voice and 4) and establish excellent representational and collective bargaining programs.

Hear what they had to share!

I attended the CFT Summer School's 2024 class on "Building Local Union Power Through Organizing and Member Engagement." This intense, five-day training was essential as CCE 4522 is the recipient of the CFT's coveted organizing grant. We kicked off with a land acknowledgment and explored the importance of being united in education, justice, workers' rights, and community. The sessions delved into strategies for building union power, focusing on collective action, membership engagement, and strong union structures. We also covered effective 1:1 conversation, campaign assessment, and the role of communication in strengthening our union. The training reinforced the need for a robust, member-driven approach to organizing, with an emphasis on transformational, not transactional, unionism. I encourage anyone interested in becoming a union leader to take this training, it is what leadership is all about!

- Anel Gonzalez

Attending the course on "How to Use DEI and Cultural Proficiency as an Asset in Your Educational Community" is essential for classified staff who want to enhance their effectiveness in diverse work environments. This course provides practical tools based on Diversity, Equity, and Inclusion (DEI) practices and the Cultural Proficiency Framework, enabling participants to apply these concepts at their worksites. Cultural Proficiency involves understanding and adapting policies, practices, and behaviors to engage effectively with individuals and groups from diverse backgrounds. By attending, classified staff will learn how to use DEI and Cultural Proficiency as a lens to improve their interactions with colleagues, clients, and the broader community. The course also offers the opportunity to create a final presentation, allowing participants to showcase how they will apply these principles to benefit their organization.

- Eli Alvarado

CFT Summer School is an intense and essential conference for union leaders. This year, I had the privilege of attending the "Building Local Union Power Through Organizing and Member Engagement" course, and I'm already looking forward to exploring more course offerings in the years to come. The experience was truly invaluable—I had the opportunity to collaborate with fellow CFT union leaders, exchange innovative ideas, and creatively tackle our shared challenges together.

One key takeaway from this experience is that our Palomar CCE Local 4522 is truly at the forefront of the labor movement within CFT, blazing new trails and setting standards for others to follow. We are more committed than ever to representing our classified professionals at Palomar College and championing the rights of all workers. Together, we can create lasting change, empower our colleagues, and strengthen the bonds that unite us in our shared mission. The future is bright when we stand together!

- Jena Kruhmin

I highly recommend our members to attend the CFT Union Summer School. This conference offers valuable opportunities for professional development, benefit from networking with other union members, and acquire tools that can be implemented in the work you do. For me the conference fostered a sense of solidarity and the fact that we all share the same purpose of advocating for fair working conditions. I personally enjoyed it and had lots of fun!

I do recommend that when attending this conference, you engage in conversations and activities, take advantage of networking opportunities, and reflect on what you've learned and how you can apply it to your work. Oh yeah and bring a notebook to take lots of notes.

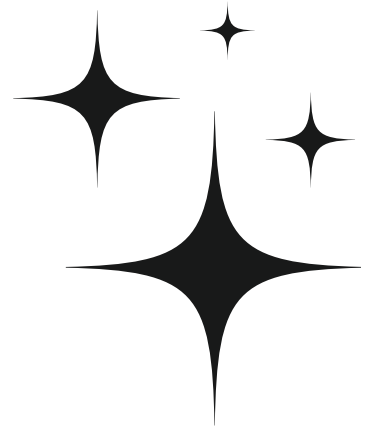
- Wendy Fraga



SAVE THE DATE!

UPCOMING EVENTS

FALL 2024



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| 8/19 | Fall Semester Kick-Off
1-3pm @ The EDGE |
| 9/5 | CFT Back to School
1-3pm @ LRC-438 |
| 9/21 | Baseball Night- Padres vs. White Sox
5:40pm @ Petco Park |
| 10/19 | Football Night-Palomar vs. Saddleback
6pm @NEW football stadium |
| 10/31 | Trunk-or-Treat hosted by Palomar Police Dept.
11am - 2 pm |
| 11/4-11/7 | Veteran's Food Drive Week |
| 11/21 | Union-Giving Gathering |
| 12/9-12/12 | Winter Wonderland Week
Camp Pendleton 12/9
Escondido 12/10
San Marcos 12/11
Rancho Bernardo & Fallbrook 12/12 |
| 12/13 | Toy Drive & Brew |
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