



# KNOW YOUR CONTRACT

## Working Hands

*CCE Leadership is hard at work and we need your help!*



**C**lassified brothers and sisters, time is flying by as we all work hard to wrap up this academic year. We cannot let this half-year's accomplishments go by without celebrating. Together, we are making great things happen for our union. In the last few months, we reached 70% membership, we have a new

CCE office off-campus for our member's convenience and privacy, and we have revived the COPE committee. There is still a lot more to do and you are the key! We need your talents and energy whether it's representing CCE in a committee or aspiring to CCE leadership positions.

### Upcoming Events

#### San Marcos



Ice Cream Social  
June 19, 2013  
2:00 -3:00pm

#### Escondido



Ice Cream Social  
June 26, 2013  
2:00 -3:00pm

*Brought to you in Unity by your  
CCE Executive Council.*

*Aaron Holmes, Chris Wick, Dan Dryden,  
Tricia Frady, Sheila Atkins, Anel Gonzalez  
Debbi Claypool, Michelle Tucker,  
Robert Sedillo, Kelly Dryden*

## Updates: Negotiations & Member Meeting Announcements

**Summer Schedule:** An MOU was accepted by the Board on 5/13/2014 outlining the 4/10 summer schedule. According to a survey sent out last summer, an overwhelming majority of our members were interested in following a 4/10 schedule for June and July. Due to District needs a few departments were excluded from the 4/10 schedule. Please read

*Aaron Holmes' prior email for more details.*

**SERP:** The Negotiations team is currently in negotiations with the District regarding a possible Supplemental Employee Retirement Plan. A SERP is an incentive based program to encourage eligible employees to retire...**Continued on Page 2**

## Article 12: Compensation

Being able to keep an equitable compensation article was definitely a success. Note that the salary schedule and position classification lists can be found online on the HR website. As always, please read your contract thoroughly. Here are the highlights of article 12.

**12.1 Salary Schedule** All Classified employees will receive the same proportionate salary increases that the faculty may receive during the time that the current contract is valid.

**12.3 Service Increments:** Bargaining unit employees shall advance on the salary schedule one step each fiscal year on July 1.

**12.7 Working out of Class** If an employee is assigned to work

out of classification for more than five days within a fifteen (15) calendar day period the employee will be paid at a rate that is consistent with the duties and responsibilities being performed. If the temporary duties are not specifically assigned to another classification, the temporary salary adjustment will be **at least 5% above the salary earned by the employee in his/her current classification. Upon the employee's request the employee shall return to his/her original position.**

Get Connected...

Text: @cce4522 to (760) 621-6141

For up to date news, reminders and more!!

[www.palomar.edu/cce](http://www.palomar.edu/cce)

[www.palomar.edu/cce](http://www.palomar.edu/cce)

Next topic:

Article 13: Benefits

Got questions or suggestions?

Email:

[info@palomarceeaft.org](mailto:info@palomarceeaft.org)

## Updates continued...



### Free Events in City of San Marcos

- "This is My Country" Fireworks Extravaganza, July 4, 6PM @Bradley Park
- The Reflexx 80s Tribute Band, August 9 4-7pm @San Elijo Park
- Frozen Movie, August 22, 6PM @Woodland Park

**SERP:** SERPs can save the District money long term, if enough eligible employees participate. The negotiations team will be sending updates as they know more about what is being offered. Currently they are making sure cost savings are evident and that rehiring of classified positions are a priority.

**Classification study:** Aaron reported that the classification study committee has received and reviewed RFPs and they have scheduled interviews with the finalist that will conduct the study.

**Budget Update:** According to the Governor's released budget we are looking at money for COLA as well as restoration and growth money. Any additional money will also be negotiated by the Negotiations team and details will be released when the revised budget is final.