

## Recap of Spring 2025



CCE in aGreenment with PFF, showing solidarity, for Governing Board Meeting.



CCE and educators across the state wearing Red for ED. Defending public education!



CCE in attendance at the Palomar Community Show Case on March 5<sup>th</sup>, 2025 with Deputy Mayor, Councilmember, District One, Consuelo Martinez



Jena, VP of Membership, in action guiding the rally during CFT convention.

## Power, Progress and the People Who Make It Happen

This spring has been full of energy—and let’s be real—CCE 4522 is incredible. The best in the state, and I say that without hyperbole. We’ve secured one of the strongest contracts in California, with competitive salaries, solid health benefits, and—with the recent addition of professional development release time—we’re setting the standard for how classified professionals should be treated.

- Your step increases? **Negotiated.**
- Your health benefits? **Negotiated.**
- Contract enforcement? **That’s all of us.**

**Our strength is collective.** Our union isn’t just a leadership team—it’s every one of you who shows up, speaks up, and keeps the pressure on to ensure our hard-won rights are respected. A few years ago, I read *When Nobody Was Watching* by soccer legend Carli Lloyd. People called her an “overnight success,” but the truth was years of **unseen work**—grit, consistency, and quiet determination.

That’s what I see in our union leaders, site reps, committee volunteers, and every member who brings that same drive—not just to protect our contract, but to advance justice for our coworkers, students, and community.

### Here’s what we accomplished this spring:

- ✓ Pushed the District to hire in key classified areas
- ✓ Clean financial audit—no recommendations
- ✓ Updated internal procedures and completed reorg with stronger job descriptions
- ✓ Passed bylaw updates for leadership accountability and COPE strength
- ✓ Represented classified staff nationally at the 52nd NCCC Bargaining Conference
- ✓ With our organizing grant, we launched the first-ever Strength & Solidarity Festival and celebrated CCE’s 38th birthday on May Day
- ✓ Supported campus events: Palentines Week, Black History Month, Queerciñera, Spring Theater
- ✓ Secured a new member organizing plan for 25-26 to grow our site rep structure & more

We’re planning to do even more —especially as our **three-year contract reopens**. That means:

**We need members. We need members to be involved. And we need involvement to build power.**

Solidarity isn’t just a word. It’s an action.

See you next week during Classified Appreciation Week!

In strength & unity,  
 Anel

## Spring Membership Meeting Kicks Off 2025 CCE Leadership Elections

At our Spring Membership Meeting on April 17, our newly formed retiree chapter, 4522R, proudly opened the floor to begin CCE's elections process. We thank Patti Serafin, Anne Marie Johnston, and Leann Pell of 4522R for their leadership in guiding this important moment for our union.

All positions were filled by acclamation, as there were no contested nominations. The following individuals were nominated and elected:

- President: **Anel Gonzalez**
- Executive Vice President / Chief Steward: **Carmelino Cruz**
- Secretary: **Angie Martinez Heffner**

We thank all members who participated in this democratic process and extend our deepest appreciation to those stepping up to serve in leadership. Together, we continue to build a strong, unified, and member-driven union.



## CCE Represents at the 2025 CFT Convention:

From March 14–16, 2025, CCE delegates attended the biennial CFT Convention at the Westin Gaslamp Quarter in San Diego—the highest policymaking body of our state federation. This vital event brings together locals from across California to shape the future of education and labor through elections, resolutions, and collective action.

This year, CCE proudly brought over ten delegates from Local 4522. We participated in committees, contributed to resolutions, and cast votes that directly impact our members. Every act, every vote, and every decision was made with classified professionals in mind.

While Patti Serafin chose not to run again for State CCE Secretary (she has moved on to lead 4522R), we thank her for her leadership and service. Our Vice President Jena Kruhmin ran a competitive campaign and received over **5,000 votes statewide**—a powerful showing. We're proud, and **we'll be back**.

We encourage all members to get involved—whether by running as a delegate, serving on a committee, or simply staying informed. Our union is only as strong as the voices behind it—and your voice matters.

*“Joy is an act of political and spiritual resistance.”*

*-Randi Weingarten, AFT President*

Photos Left to right : twelve CCE delegates participated in the Council of Classified Employees meeting, joint PFF and CCE gathering, proudly representing Palomar College, Patti Serafin former secretary of the Division Council of Classified Employees and Anel Gonzalez, Patti Serafin, and Janet Eberhardt, Northern Vice President United Educators of San Francisco, AFT Local 61





# CCE 38th Birthday and a Celebration of Worker's Power!





## CCE 4522 Stands in Solidarity with American Postal Workers: Because Public Services and Union Jobs Matter



The Council of Classified Employees (CCE) 4522 proudly stands in solidarity with American Postal Workers across the country. As a union committed to defending the rights and dignity of all working people, we recognize the essential contributions postal workers make every day — connecting communities, sustaining vital services, and upholding the public good.

Postal jobs are being slashed, outsourced, and handed over to billionaire-owned corporations that offer low wages, no benefits, and no union protections. This isn't just a threat to postal workers — it's part of a larger assault on public services and union jobs everywhere.

**Let's be clear: The USPS is the only constitutionally protected, secure, and guaranteed mail system we have.** It is the last form of truly private communication available to every U.S. citizen — not filtered through tech giants or for-profit logistics companies.

As CCE members, we know that when one group of workers is under attack, we all are. Solidarity means showing up — across industries, across the country.

👉 Learn more and take action: [apwu.org/action](https://apwu.org/action)

### Know Your Contract: Article 10.5 – Reclassification Review Process

The reclassification review process is detailed in Article 10.5 of our Collective Bargaining Agreement. Once a reclass request is accepted, HR asks the employee to complete a Classification Questionnaire within 20 workdays. That form is reviewed by both the immediate and next-level supervisors, who provide input before returning it to HR.

Next, a **desk audit is conducted**, and a **classification recommendation is developed**. This recommendation is shared with the employee and supervisor, then submitted to the Superintendent/President for final approval by the Governing Board.

📅 Per the CBA, the reclassification cycle should conclude by June 30.

🗨️ If you submitted a reclass request and haven't heard about next steps, please contact CCE right away.

**Stay informed. Stay empowered. Your union has your back.**



# SOLIDARITY + STRENGTH FESTIVAL

SAVE THE DATE

CELEBRATING LABOR, FREEDOM AND UNITY

## MAY 2, 2026

