

FUSE LOCAL 1212

AFFILIATED WITH THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



5000 Rocklin Road, Rocklin, CA 95677

www.fuse1212.org

Monthly Newsletters

You are looking at the new monthly FUSE newsletter! These newsletters will be intended to keep all of our members up to date on what is happening within our organization and will be generated electronically. Monthly newsletters will include upcoming events, the latest updates, new members, and interesting facts. If you would like any information to be considered for upcoming issues please forward it to the FUSE office.

New Members

We would like to welcome all of our new Classified Members! We continue to grow and currently have over 225 members.

- ❖ Cary Cose - Facilities Maintenance Technician
- ❖ Michael Cory - Facilities Maintenance Technician
- ❖ Maria Von Der Ahe - Instructional Assistant at the Extension Site
- ❖ Peggy Wallace - Administrative Services Technician
- ❖ James Wirtz - Maintenance Specialist / Custodian at the Nevada County Campus

Level 1 Training

By Kristie Purdy

March 8-13, 2009 five FUSE members went to a Level 1 training. This training was very comprehensive and included Communications, Organizing, Representation, Duties and Responsibilities as a Union Officer and Legal Updates. The training gave us some new information, great ideas, public speaking skills and more importantly, empowerment. We worked many long days and nights, but in the end the conference gave us the tools to become better leaders for our members.

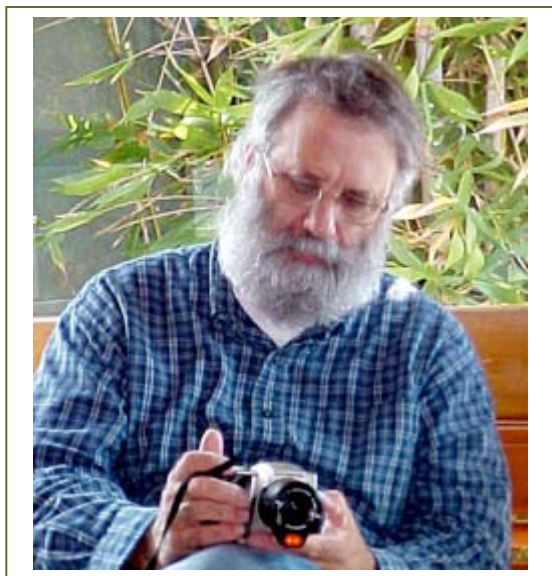
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FUSE Office Hours

For your convenience, the FUSE office in I-4 on the Rocklin campus will now be open Tuesday - Friday from 8:00am until 5:00pm (closed for lunch 12:00-1:00). If you have any questions please do not hesitate to stop by or call (916) 660-8231.



Jim Wilson

Meet Jim Wilson

Jim Wilson was first hired as student help in 1967 and later as a "Media Specialist" in 1971, after returning from CSU at Chico with a B.A. in Biological Sciences. Jim has worked for Sierra College for almost forty years as a member of the Classified Staff and as a part-time Biology Instructor. During that time, he has earned degrees in Photography and Natural Sciences at Sierra College and a Master's in Biological Sciences (CSU, Sacramento) with an emphasis in rare plants and vegetational ecology. ("Not bad for someone with a 1.4 grade point average after the first year of Sierra College.")

Soon after Jim was initially hired, in order to have a voice (vote) he joined CSEA, the union that represented Sierra's Classified Staff, at the time. Due to their failure to be responsive to our needs, CSEA was removed and eventually replaced by FUSE for our collective bargaining representation. Due largely to the passage of "Proposition 13" in 1978, Jim and many others lost their jobs primarily due to District funding issues. He was re-hired approximately a year later to fill the new position of Biological Sciences Instructional Assistant. After AB1725 passed, Jim, Annette Blaugrund (FUSE) and others worked to establish Sierra's Classified Senate by a vote of the classified staff in 1989 for the purpose of representing classified staff in governance-related issues and to work with FUSE to increase classified

participation and respect for classified staff and their roles in student success. Working together, Jim and Shari Newman represented Sierra's classified staff at statewide meetings to establish 4CS, the California Community Colleges Classified Senate (1994-5). Jim has participated on Sierra's Classified Senate (as Senator, Secretary and President), served one term on the FUSE E-Board, lead the statewide senate (4CS) as President and continues to serve Sierra and 4CS as President Emeritus, as well as served on many committees and co-facilitated many workshops and trainings including Sierra's SCCP /SC3 training. As an avid backpacker and naturalist, he has traveled, hiked, taught and photographed throughout California and the Western United States. Wilson has received awards for his work in photography, education and rare plant conservation (California Native Plant Society).

"Sierra has provided many 'doors' to professional and personal opportunities over the years, and I have learned to walk in. I met Harriet (spouse) when we were both Sierra students, both of our children have received great educational experiences at Sierra, and I have attended many workshops, trainings and have volunteered to serve our communities through the Senate, Staff Development, Museum and Biological Sciences Department. I have learned by serving and participating. Invest in yourself, I recommend it to you, all."

"I enjoy learning anything new, especially in photography, art, geology, biology, teaching, communication and facilitation skills, and discovering who I am. I love sharing what I have learned with others, and therefore, enjoy giving speeches, presentations and facilitating workshops where participants discover the abilities they possess within. We can learn so much from observing and learning biology that directly relates to our personal lives, on a daily basis. I see stability in life and its processes, and yet, I see the fragility of its existence. We need to learn to share. It is to our benefit as well as others in the short and long term. Over the years, I have been fortunate to start and finish many projects and programs that have changed and benefited our students, colleges and communities."



Self – Checkout “The Future of Shopping”

In the recent years, the number of self-checkout or self-service lanes that have replaced traditional checkout stands in stores is growing across our country. Many different stores and businesses are adopting this new technology. But along with the increasing self-checkout stations, there is a decrease in the number of employees needed and positions available.

One could even say that this is another example of how history is repeating itself. When the first Industrial Revolution began in the 18th century, textile and manufacturing industries were revolutionized. “But, along with this great leap in technology, there was an overall downfall in the socioeconomic and cultural situation of the people” (The Industrial Revolution: Its affects and consequences). Many workers were replaced by machines that did their job ten times faster and more efficient. Over the centuries, we have seen this happen in many different industries.

In a store such as the Home Depot, the self-checkout lanes have one employee staffed to four of these stations, as opposed to one employee for each station in the case of traditional checkout lanes. This means that those three additional employees can be eliminated and are no longer needed for customer service checkout. Therefore, if there are four different self-checkout areas (four stations per area) twelve employees can be eliminated.

But are these self-checkout stations faster and more efficient? If you have ever used these self-checkout

stations, you will notice that the station requires you to scan and place each item into the bagging area before you go onto the next item. This process actually takes quite some time. The customer can often become frustrated if they have a large quantity of the same item, oversized items, or an item that will not scan.

These self-checkout stations also take a big piece of the puzzle out of the picture as far as customer service. If a customer has a problem at a checkout stand, it is much easier to resolve if they occur at a traditional stand where they have an employee to help them. If a problem occurs at a self-checkout stand, the customer will not have interaction with an employee, but a computer screen and can reach the point of frustration that can push them to leave the items and just walk out of the store.

Stores will argue that these self-checkout stations are a good way to save them money, but what about saving their customers money? The customer is paying the same amount for the items either way so why not choose the checkout stand that has an employee dedicated to make the transaction as smooth as possible, instead of a computer screen repeating itself over and over to do things just right in order for it to process the transaction.

“One could even say that this is another example of how history is repeating itself.”

Medical Expense Reimbursement Plan (MERP)

Don't forget about MERP! The Sierra Joint Community College Medical Expense Reimbursement Plan (MERP) is in place to cover expenses under the applicable medical insurance plan that is eligible for reimbursement. Take a look at the Kaiser and Blue Shield benefits listed below.

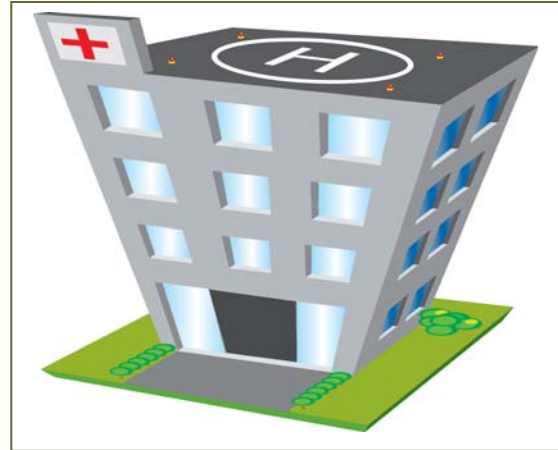
The Kaiser MERP benefits:

- ❖ Inpatient Hospital – Admitted for overnight stay (MERP pays 100% of the charge)
- ❖ Inpatient Mental Health – Admitted for overnight stay
- ❖ Outpatient (in/out on same day) Surgery (MERP pays all but \$10 co-pay)
- ❖ Emergency Room (MERP pays all but \$50 co-pay)
- ❖ Ambulance (MERP pays all but \$50 co-pay)
- ❖ Diagnostic, Lab, X-Ray, MRI/CT/PET scan (MERP pays 100% of charge)
- ❖ Physical, Speech, Occupational Therapy (MERP pays 100% of charge)
- ❖ Name brand prescriptions (MERP pays charge in excess of \$20, up to \$10 maximum, generic prescriptions are NOT eligible)

The New MySierra

The new MySierra is here! The new MySierra is great tool because it is personalized and role specific. Employees can make it their own by adding and deleting information to customize the website. They can also view personal announcements that are sent to them based on their role. Employees can also access updated information about their benefits, job details, leave

“He plays just like a union man. He negotiates the final score.” -- Bob Hope



- ❖ Vision exams (MERP pays Kaiser charge in excess of \$10 co-pay. Vision exams not performed by Kaiser are excluded under the MERP.)

Blue Shield MERP benefits:

- ❖ Inpatient hospital or mental health – admitted for overnight stay (MERP pays all but \$250 co-pay)
- ❖ Outpatient (in/out on same day) Surgery (MERP pays all but \$75 co-pay)
- ❖ Emergency Room (MERP pays all but \$50 co-pay)
- ❖ Durable Medical Equipment / Prosthetics (MERP pays 80% of the Blue Shield allowed charge.)



balances and even pay stubs. If you encounter any problems while trying to access MySierra, the Help Desk is available from 8:00am until 5:00pm on business days. Employees can reach the Help Desk by dialing 1234. They can also be reached by e-mail. We encourage everyone to check out this great tool, the information provided is helpful for everyone!

April 2009						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Senate Meeting 12 Noon to 1PM Negotiations 1:30 to 4:30	2 FUSE MEETING 7AM - 9AM	3 Strategic Council 9AM - 12 Noon	4
5	6	7	8 Senate Meeting 12 NOON to 1 PM Negotiations 1:30 to 4:30 Passover	9	10 NON WORK DAY	11
12	13	14 District Board Meeting Begins at 4 PM Rocklin Campus	15 Senate Meeting 12 NOON to 1 PM Negotiations 1:30 to 4:30	16 FUSE MEETING 7AM - 9AM	17 Strategic Council 9AM - 12 Noon	18
19	20	21	22 Senate Meeting 12 NOON to 1 PM Negotiations 1:30 to 4:30	23	24 Steward Training 9AM - 4PM RG 606	25
26	27	28	29 Senate Meeting 12 NOON to 1 PM Negotiations 1:30 to 4:30	30		

Upcoming Events

- ❖ May 7 - Nominations Meeting 4:00 - 4:30pm Room D12 (General Meeting to follow 4:30 - 6:00pm)
- ❖ June - FUSE E-board elections - don't forget to vote!



Laborers'
International
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North America

LiUNA!

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Sierra College Stewards

Joan Basque Division Offices/Instructional Staff	Ext. 7257
Sue Keller Tahoe Truckee	Ext. 8101/8231
Rick McMurtry Plant Ops, Gym, Police Services, Personnel, Theatre	Ext. 3800
Jennifer Dupuis Learning Resource Center	Ext. 7513
Sandra Anderson Evening Shift	Ext. 7107
Ruth Echavarria Roseville Gateway, Community Ed, SBCC	Ext. 6245
Diana Kenton M & Mt Buildings	Ext. 8031
Melinda Thomas Nevada County Campus	Ext. 5397

April Fool's Day!

Kitty Litter Cake

INGREDIENTS

- 1 (18.25 ounce) package German chocolate cake mix
- 1 (18.25 ounce) package white cake mix
- 2 (3.5 ounce) packages instant vanilla pudding mix
- 1 (12 ounce) package vanilla sandwich cookies
- 3 drops green food coloring
- 1 (12 ounce) package tootsie rolls

DIRECTIONS

1. Prepare cake mixes and bake according to package directions (any size pan).
2. Prepare pudding according to package directions and chill until ready to assemble.
3. Crumble sandwich cookies in small batches in a food processor, scraping often. Set aside all but 1/4 cup. To the 1/4 cup add a few drops of green food coloring and mix.
4. When cakes are cooled to room temperature, crumble them into a large bowl. Toss with 1/2 of the remaining cookie crumbs, and the chilled pudding. You probably won't need all of the pudding, you want the cake to be just moist, not soggy.
5. Line kitty litter box with the kitty litter liner. Put cake mixture into box.
6. Put half of the unwrapped tootsie rolls in a microwave safe dish and heat until softened. Shape the ends so that they are no longer blunt, and curve the tootsie rolls slightly. Bury tootsie rolls randomly in the cake and sprinkle with half of the remaining cookie crumbs. Heat the remaining tootsie rolls until pliable and shape as before. Spread all but one randomly over top of cake mixture. Sprinkle with any remaining cookie crumbs. Hang the remaining tootsie roll over side of litter box. Serve with the pooper scooper for a gross April Fools dessert.

