

FEDERATION OF UNITED SCHOOL EMPLOYEES

FUSE LOCAL 1212

AFFILIATED WITH THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



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FUSE General Meeting Recap

FUSE held their general meeting on Thursday, November 18, in the board room with approximately 90 members in attendance. The normal and customary agenda was followed, with approval of past minutes, reporting of account balances and committee reports. There was discussion regarding the one-time payout and the restoration of the 5% cut. Sierra College accountant Diane Dakis spoke about the retro pay timeline and answered related questions. And some very lucky members in attendance were the winners of raffle prizes! Thank you for your attendance and support, FUSE membership.

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LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA
ORGANIZED APRIL 13, 1903

Welcome back, Retirees!

FUSE is proud to announce the organization of the FUSE 1212 Retiree Council! Organized in October of this year, FUSE invited retirees to join, and to date we have approximately 40 members. Being a retiree member of FUSE allows the retiree to vote on issues that directly affect them. A very special thank you to Denelle Wiggins, who has and continues to work tirelessly with the retirees answering questions and keeping them informed.

sol-i-dar-i-ty

Union or fellowship arising from common responsibilities and interests, as between members of a group or between classes or people. One way that you can show your solidarity is by wearing your FUSE shirt on the first and third Thursdays of every month!



Meet Anthony Maki Gill

If you got a look at the fall issue of PlacerArts magazine, “Perspectives,” you would perhaps recognize Anthony Maki Gill and his daughter on the cover. PlacerArts asked Anthony for use of his picture through the public arts registry as event publicity for this year’s studio tours. Anthony said, “It was fun and meaningful to be the ‘cover family’ for this year’s event.” Born in San Jose, Anthony moved with his parents to Dutch Flat in the summer of 1974, making their home in a bus/RV. He now lives in Auburn with his wife and two children, where he’s spent most of his life. Anthony came to Sierra College in 1998 and has been working with the art and design programs continually.

He likes most everything about his job and says, “I am so grateful to have a job. I enjoy working with our students and our amazing art and design teams. I believe in our discipline’s ability to teach critical thinking and problem solving skills through project creation. It’s exciting to watch our students create tangible and often beautiful solutions that illustrate the concepts we impart. It’s very satisfying to be part of the education/personal development of our students.” When Anthony’s not at Sierra College, he enjoys making things with clay, but also has an interest in using a variety of materials and processes to create visual solutions for communicating ideas. “I also enjoy being outside—trail running, biking, and recently I have been pretty geeked out on yoga.” What’s Anthony reading? “Most of the reading I do relates to research for current projects of sculpture that I am working on; however, recently I am falling asleep listening to Eckhart Tolle.” And his musical taste, “I have broad musical interests. My two favorite radio stations are KCRW from Santa Monica City College, and locally I listen to KVMR because of its diverse programming and limited commercial NOISE!” And regarding FUSE Local 1212, Anthony says, “I have always appreciated our local leadership and I have much respect for the countless volunteer hours it takes to represent our membership.” FUSE Local 1212 thanks Anthony for his thoughts!

Did You Know...

The wolverine, also referred to as a glutton, carcajou, skunk bear or gulon, is the largest land-dwelling species of the weasel family. It is a stocky and muscular carnivore with short legs, and a broad, rounded head, and resembles a bear more than a weasel. The wolverine has a reputation for ferocity and strength out of proportion to its size, with the proven ability to kill prey many times its size.

Wolverines live primarily in isolated northern areas, such as the arctic and alpine regions of Alaska, northern Canada, Siberia and Scandinavia. In 2008/2009, wolverines were sighted as far south as the Sierra Nevadas for the first time since 1922. Their populations have experienced a steady decline since the 19th century due to trapping, range reduction and habitat fragmentation; however, it is estimated that large populations remain in North America and North Asia.

In addition to Sierra College, many other cities and organizations use the wolverine as a mascot. For example, the state of Michigan is known as the “Wolverine State,” and the University of Michigan takes the wolverine as its mascot. In addition, many Detroiters volunteered to fight during the Civil War and General Custer, who led the Michigan Brigade, called them the “Wolverines.”

In 1994, a motion picture was produced called “Running Free and or One Paw.” It is a 91-minute drama about a young boy and his friendship with an Alaskan wolverine and the animal preservation issues that revolve around a heightened awareness of humane treatment of animals, especially in wilderness areas. The wolverines in the film were born in captivity and many of the scenes are documentary footage of trained wolverines being filmed in their natural habitat. GO WOLVERINES!

What You Should Do If You Are Called Into A Meeting With Your Manager

- Ask for a copy of the complaint, if there is one. There does not have to be a complaint, written or otherwise, for management to review a job related matter that comes to its attention.
- Insist the interviewer inform you of the specific charges or allegations. Minimally, the interviewer should inform you of the general nature of the investigation prior to the interview commencing.
- Keep your demeanor as pleasant as possible. Remember, other parties, such as department head, hearing officer, arbitrator, judge or jury may ultimately review a tape recording or transcript of your interview. Depending on the circumstances, consider tape recording your interview (not secretly, that is illegal). Make it a habit to have immediate access to a tape recorder.
- Keep a proper perspective on what is happening. Keep in mind that the purpose of the interview is to gather facts. Your role as the person being interviewed is to provide those facts, in response to questions. The interview may not be the appropriate forum in which to mount a proactive defense of your actions. Provide facts during the interview, then, if management believes that you acted inappropriately, they will notify you, and at that point you will be able to work on a defense (if you have one, or at least raise mitigating circumstances.) You will also then have greater access to the other facts gathered in the investigation (the complaint, witness statements, etc.)
- Answer honestly. Don't guess at what you do not know for sure and don't assume facts. If asked to speculate, preface your response with the qualifier that you are, in fact, speculating in response to being asked to.

Steward FAQs

Q: When is it okay to contact my Steward?

A: They are always available to talk to you via email, telephone, or in person.

Q: What is the difference between a grievance and a complaint?

A: A grievance is a violation of the agreement by a supervisor/manager. A complaint is a "relationship" issue between an employee and a supervisor/manager such as a gripe, concern, or miscommunication. A complaint can also be filed against a faculty member.

Q: Who carries my complaint/grievance forward?

A: FUSE leadership will always file a complaint/grievance for members. Members can also file complaints/grievances without the assistance of FUSE. Complaints/grievances are filed with the Human Resources Department.

Q: If I file a complaint, can I pull my complaint if I change my mind?

A: A complaint does not have to be filed after talking to a FUSE representative if the issue can be resolved just by talking. However, once the complaint is filed with Human Resources, FUSE would not recommend dropping the complaint because it is not in the member's best interest to do so.

What Popeye Knew

Spinach has extremely high nutritional value and is very rich in antioxidants, especially when fresh. It is a rich source of vitamins A, C, E, K, B2, B6, folic acid, magnesium, manganese, betaine, iron, calcium, potassium, copper, protein, phosphorus, zinc, niacin, selenium and omega-3s. Like other cool-season leafy crops, most (about 96 percent) of the fresh spinach consumed in the United States is produced domestically. Fresh spinach loses much of its nutritional value with storage of more than a few days. While refrigeration slows this effect to about eight days, spinach will lose most of its folate and carotenoid content, so for longer storage it is frozen, cooked and frozen, or canned. Storage in the freezer can be for up to eight months. It has been reported that spinach is one of the dozen most heavily pesticide contaminated produce products. This would be a good vegetable to spend the extra money on to buy organic. If not organic, make sure to give it a good wash before consumption, even if it comes in a bag that says it's been prewashed.

Cranberry, Feta and Walnut Spinach Salad

10-12 oz spinach leaves	2 Tbsp. balsamic vinegar
1 cup sweetened dried cranberries	1 Tbsp. honey
4 oz crumbled feta cheese	1 tsp. Dijon mustard
½ cup chopped toasted walnuts	¼ tsp. ground black pepper
Sliced red or purple onion (to taste)	¼ cup extra virgin olive oil

Clean spinach leaves and place in salad bowl. Mix in cranberries, cheese, toasted walnuts and onion. Set aside. Whisk vinegar, honey, mustard and pepper in small bowl. Slowly add oil in a thin stream, whisking constantly until well blended. Pour over salad. Toss gently to coat. Serve immediately.

Spinach Dip

1 pkg (10 oz) baby spinach	1 pkg Knorr® vegetable recipe mix
16 oz sour cream (can use 'light')	8 oz water chestnuts, drained/chopped
1 cup mayonnaise (can use 'light')	3 green onions, chopped

Wash spinach and drain well. Chop spinach and place in bowl. Add the remaining ingredients and mix well. Chill about 2 hours. Serve with fresh veggies such as carrot sticks, celery, mushrooms, cherry tomatoes, bell peppers.

December 2010

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Negotiations 1:30-4:30pm	2 FUZE Meet- ing 8:00- 10:00am POLO DAY!	3 Strategic Council 9:00- 12:00pm	4
5	6	7 OmniParty 1:00- 4:00pm	8 Classified Senate 12:00	9	10	11
12	13	14 Board of Trustees 4:00	15 Negotiations 1:30-4:30pm	16 FUZE Meet- ing 8:00- 10:00am POLO DAY!	17	18
19	20	21	22	23	24 HOLIDAY	25
26	27	28	29	30	31 HOLIDAY	