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Welcome



Spring!

CLASSIFICATION SYSTEM

Article 26 in our FUSE contract outlines and defines the Classification System. Section 1c states that a classification system provides a basis for evaluating an employee's performance in a classification based on the individual's continued employment and is contingent upon his/her commitment to perform the job for which he/she was hired and to abide by District policies, regulations and rules. This classification system is utilized to establish a fair and equitable wage plan which affects all employees, the individual job classifications, and the job classification relationships to each other. Reclassifications are necessary to reflect changes in existing job classifications as a result of technological changes, structural realignments, or other methods of improving the organizational functions. Promotional opportunities and upward mobility are not functions of reclassification. Managers should not assign employees to tasks that are not in the job description (e.g. out-of-class) without following the proper procedure, nor should an employee be expected to work beyond those duties in their current job description unless they are reasonably related to the stated duties. Inversely, employees should not be allowed to create duties that would potentially cause the position to be reclassified. For additional information regarding how the classification system works and the fair process it follows to be sure employees are compensated accurately, please visit the FUSE Public Folder.

DID YOU KNOW that you can find a plethora of information regarding FUSE Local 1212 in Public Folders? Among other things, you can peruse executive board agendas and meeting minutes, treasurer's reports, the FUSE contract and accompanying side letters. If you are looking for something that is not listed, please give the FUSE office a call!



Union Plus provides consumer benefits to members and retirees of participating labor unions. Offering an abundance of discounts and offers from scholarship to discount movie tickets, visit www.unionplus.org

Meet Coral Reid



Coral Reid, Administrative Services Technician at Roseville Gateway, has been with Sierra College for 26 years. She began at Sierra as a student employee and after graduating 1985, Coral became a permanent employee. Coral has two AA degrees from Sierra. Coral currently types all the text for the Kaleidoscope and helps manage the classes. What does she like best about her job? “The best part is the incredible staff I work with.” Coral grew up in Ogallala, Nebraska, and Seattle, Washington. She moved to California at 18, following her husband at the time, who was from Red Bluff. “I have one daughter who was born in Red Bluff, but now lives in Indiana. And

I have two beautiful grandchildren, Beckett and Savannah, ages 3 and 1. I try to visit them about every three months.” Coral lives on 1 ½ acres in Ophir with her Yorkie Rufus and her cats Camper and Frankie. When asked about the town of Ophir, Coral said, “No one really lives in Ophir – our address is actually Auburn.” When she’s not working or visiting her daughter and family in Indiana, Coral enjoys many hobbies. “Reading is my favorite, I read 3 to 5 books a week. I read mostly mystery or thriller fiction. I just finished a Diana Gabaldon series. I also love to garden and plant bulbs like daffodils and irises. I love the way you plant them one year and then they keep surprising you every spring. I’m going to take our ‘Build a Greenhouse’ class this weekend. I also really like making jewelry, but haven’t done it for a while. I use fine gauge wire and beads and make earrings, bracelets, necklaces. I like to crochet, cross stitch and of course, play with my grandchildren.” As for the name Coral, she says, “My mom met a girl named Coral, and she liked the name and decided her first child would be Coral. But my brother Ben came first. I actually knew a Coral in 10th grade.” And Coral’s thoughts about the union? “I totally appreciate all the time and hard work that our union reps devote to all our contract issues.” Coral, thank you for sharing!

eagle eye *n.* 1. keen eyesight 2. the ability or tendency to observe closely or pay attention to detail 3. one that observes with close attention

FUSE congratulates Patricia Hill for being the first one to contact me regarding last month’s spelling error, which was ‘horible’ instead of ‘horrible.’ If you’re the first one to email me with the spelling error in this month’s newsletter, I will send you a drink gift card! sc-Inivinski@sierracollege.edu

Workplace Negativity

Author James A. Baldwin once said, “I’ve always believed that you can think positive just as well as you can think negative.” Although some have convinced themselves that the workplace and management thrive on negativity, a personal positive attitude can bring an optimistic outcome to the place we work and to our lives in general. Now, does this mean that you shouldn’t bring work related problems forward? Absolutely not! Problems need to be identified and addressed and complaints need to be specific and discussed with the people who can resolve them. Grievances need to be filed when the contract is violated. And the union should be called when the employer is not meeting their obligations. However, workplace negativity can cast a shroud over everything. It reduces productivity and prevents the workplace from functioning like a team. Let’s face it—there are inherent differences between management and labor. An analogy might be an arranged marriage, for example. We are forced to live together and interact with each other. In order to make it as pleasant as possible, both sides need to be positive, respectful and courteous.

- Gary Winegar, Local 39

Drink Your Breakfast

A recent study published in the American Journal of Epidemiology says that skipping breakfast is associated with an increased prevalence to obesity. Many folks skip it because they don't have enough time or they are not hungry in the morning. A perfect way to start your day is with a high energy smoothie packed with essential fats, proteins and antioxidant rich fruits and vegetables. They are incredibly quick and easy to make! Add water or soymilk for a liquid base. If you are looking to cut calories, avoid fruit juices. For a creamier shake, add a high quality low fat yogurt. You can freeze fresh fruit to have at the ready for a smoothie anytime. To prevent blender backup, add liquid first and then solids/powders. Drink smoothie right away, as they tend to separate.

Blueberry Heaven

- 1 cup blueberries (fresh or frozen)
- 7 oz vanilla yogurt
- 1 tablespoon lemon juice
- 2 tablespoons orange juice
- 1/2 teaspoon vanilla extract
- 1/2 cup ice

Peanut Butter and Banana Smoothie

- 1 banana
- 1/8 cup peanut butter
- 1/2 cup soy milk
- 2 tablespoons honey
- 1/2 cup ice

Honeydew-Kiwi Smoothie

- 2 cups 1-inch cubes peeled seeded honeydew melon
- 2 cups crushed ice
- 1 1/4 cups 1/2-inch cubes peeled kiwi
- 10 large fresh mint leaves
- 1 tablespoon fresh lime juice
- 1 tablespoon honey

Your Weingarten Rights

If you have a reasonable basis to believe that a meeting is an investigatory interview and/or that disciplinary action may result from such a meeting, you have the right to union representation. You must read or hand this statement to management before or during such meeting:

“If the discussion I am being asked to enter into could in any way lead to my discipline or termination or affect my personal working conditions, I ask that a union steward, representative or officer be present. Unless I have this union representation, I respectfully choose not to participate in this discussion.”

Your Sierra College Stewards

Sue Keller, Chief Steward, Tahoe-Truckee, F Bldg	Ext. 8101/8231
Diane Tomasello, Co-Steward Tahoe-Truckee	Ext. 2209
Melinda Thomas, Nevada County Campus	Ext. 5297
Leona Powell, Nevada County Campus—Evenings	Ext. 6078
Ruth Echavarria, Roseville Gateway, Community Ed	Ext. 6245
Maria Hernandez, B, C, S, ST Buildings	Ext. 8046
Rick McMurtry, Gym, Theatre, N, D, DT Buildings	Ext. 8231
Jennifer Dupuis, U, X, XT, Y, YT Buildings	Ext. 7272
Laurie Thiers, L & W Buildings	Ext. 7515
Kristie Purdy, M, MT, V, Z Buildings	Ext. 7653
Elaine Sturgell, Learning Resource Center, A, J Buildings	Ext. 7980
Chris Benn, Rocklin Campus—Evenings	Ext. 7152
Jeff Lloyd, General Alternate	Ext. 7660
John Lervold, General Alternate	Ext. 7709

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 STRATEGIC COUNCIL 9:00	2
3	4	5 OMNIPARTY 1:00-4:00	6 NEGOTIATIONS 10:00-4:00	7 POLO DAY! FUSE E-BOARD 8:00am	8	9
10	11	12	13 CLASSIFIED SENATE 12:00	14	15	16
17	18	19	20	21 POLO DAY! FUSE E-BOARD 8:00am	22	23
24	25	26 OMNI PARTY 1:00-4:00	27 CLASSIFIED SENATE 12:00 - NEGOTIATIONS 1:30-4:30	28	29	30

MARK YOUR CALENDARS!

FUSE General Meeting and Barbeque will be held on Thursday May 26.
Please join us for union business and enjoy lunch with your fellow FUSE members!