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KINDESS - LET'S PAY IT FORWARD!

By FUSE Leadership

It is always inspiring (and contagious!) to see the nice things that people do for each other in the workplace. I guess you might call us optimists but we do believe that most people are just plain good folks with their hearts in the right place.

Most of us at Sierra College work here because we love the people with whom we work. Obviously, we have been very stressed lately because we have considerable more workload than a few years ago and less people to accomplish what needs to get done. We definitely have been asked to do more with less especially with the loss of positions, student help and temporary help.

The bottom line is we are more stressed than ever and we would like to challenge each of us to say something or do something nice for a colleague -- "pay it forward" if you may. Maybe it's a simple compliment on a job well done or a surprise cup of coffee waiting on a desk. This may also be a great opportunity to reach out to someone with whom communication has been challenging for one reason or another.

The definition of workplace kindness has its own truth, but all have a common thread. Kindness is a step beyond respect -- it is personal, thoughtful, and, for want of a better word, compassionate. And it does exist at Sierra College, so let's take it a step further. Keep in mind, we're all in this together and human kindness is a powerful motivator. Maybe there is someone who needs a simple act of positive kindness that you can provide. It doesn't have to cost a penny and, while there is certainly no guaranteed outcome, a kind gesture can go a long way! There are other benefits to kindness: it lifts spirits and leads to a much more enjoyable workplace!

FUSE QUARTERLY GENERAL MEETING

PLEASE JOIN US

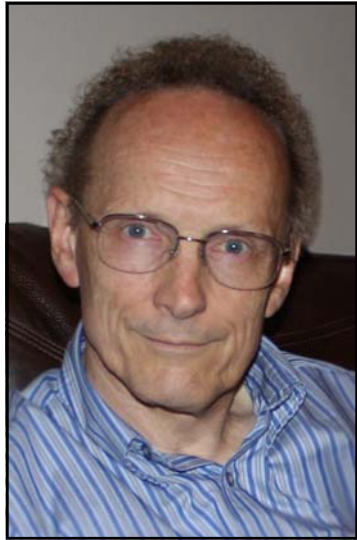
THURSDAY, NOVEMBER 17 4:00-6:00

Details to follow

"With all their faults, trade unions have done more for humanity than any other organization of men that ever existed.

They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in men, than any other association of men."

- Clarence Darrow



MEET NORM GIFFORD

If you haven't had a chance to meet Norm Gifford, you better meet him quick because he's retiring soon! Currently a Facilities Maintenance Technician in Plant Operations (many know him as the "key man"), Norm came to Sierra College in January 1997. Having been previously employed by the Sacramento County Office of Education, Norm was attracted to Sierra College by a job offer as a grant researcher. With current experience and a good interview, he was hired to work in Economic Development to locate grant opportunities for the college. As time went on, that job morphed into other tasks. He also was accepted as an adjunct faculty member teaching HS3, Medical Terminology. How does he know medical terminology, you might ask? He became a chiropractor in 1988 and moved from St. Louis to Sacramento to enter into private practice. "Although being self-employed as a chiropractor was enjoyable, I ultimately decided that I needed something more stable as a form of employment and moved back into the public sector." Prior to his chiropractic practice, he was a career officer in the US Air Force for 20+ years, where he traveled the world. What does he like about his job here? "The detail and organizational skills required for my job suit me well. Being slightly on the 'anal retentive' side keeps the task of access control...under control." Born in Ravenna, Ohio, Norm currently lives in Roseville. He has a younger brother, a daughter and grand-daughter and is happily married to his wife Phyllis. "And my mother turns 100 in November." Hobbies? "With me, nothing is really a hobby, it is just another avocation. I have taught line dancing for nearly 20 years, have been part of the National Ski Patrol for 35 years, and do stained glass work." Favorite escape? "Indiana Jones." Favorite movie/show? "Cats." Favorite music? "Anything except heavy metal, acid rock or rap!" His favorite restaurant is The Tonga Room (in San Francisco). He's always wanted to try hot air ballooning. Favorite quote? "Censored." Something about Norm that not too many people know is that he was a professional photographer in his early years, and was a music major in college. What comes to him naturally? "The ability to cram more into less space, and dry humor." Biggest pet peeve? "Messes left by other people." I asked Norm what he is most proud of, and he said, "The line dance "Burlesque," which I choreographed in November 2010, and which attained #1 worldwide recognition for nearly 3 months this year." (I just Googled 'Line Dance Burlesque' and immediately got at least 10 hits of Norm's choreographed work). He says that there are at least 80 videos of Burlesque alone. Finally, what is Norm most looking forward to? You guessed it, "Retirement in December!" Thank you, Norm, and happy retirement!

FUSE SPIRIT DAYS



Thank you **Denise Nichols-Telford** and **Bonnie Amaro** for wearing FUSE apparel on FUSE Spirit Day! They each received a Subway gift card. Remember, you too can participate by wearing your FUSE apparel on the first and third Thursdays of each month. If you need FUSE apparel, pick a few of your favorite tees or button-downs and send them to the FUSE office. We will have them embroidered with our new logo at no cost to you!

UNION PLUS OFFERS AT&T CELL PHONE SAVINGS FOR UNION MEMBERS

Union Plus provides union members and their families with valuable consumer benefits. By using the collective buying power of unions, Union Plus is able to offer discounted products and services **exclusively** to working families. To check out the AT&T cell phone savings for union members, go to UnionPlus.org, find the "Union Benefits Locator" on the Home Page, select LIUNA and then click to find benefits. There are many other ways to save through Union Plus as well, so explore their website!

FUSE EXECUTIVE BOARD POSITIONS

Nominations and elections for the next FUSE executive board will take place in May 2012.
Please consider what contribution you could make.

ALL FUSE board members serve as a communication link between its membership and the college on contractual issues relating to wages, hours of employment, general safety conditions, health and welfare benefits, leaves, transfers, reassignments, grievances and employee rights. FUSE board members are further responsible for overseeing that the affairs and business of FUSE are being properly conducted in accordance with the constitution and rules, regulations, policies, practices, lawful orders and decisions. In addition, each position has other duties as outlined below.

BUSINESS MANAGER

- Acts as the recognized representative of FUSE Local 1212
- Chief Negotiator of the negotiating team
- May act as Chief Steward
- Sits on Strategic Council and Reclassification committees
- Makes activity reports which includes the activities of any assistants which includes organizing, political action, and, where applicable, training and apprenticeship
- Serves as a delegate to the District Council
- Attends twice monthly e-board meetings and quarterly general meetings
- Annual conferences as required

PRESIDENT

- Presides as chairperson over all meetings of FUSE Local 1212
- Exercises authority and responsibility of President
- Approves and signs all checks or orders of payment and monies
- Approves/signs all official documents of FUSE Local 1212
- Calls special meetings of the FUSE Local 1212 executive board when requested to do so by LiUNA
- May sit on Strategic Council and Reclassification committees
- Attends and officiates twice monthly e-board meetings and quarterly general meetings
- Annual conferences as required

VICE PRESIDENT

- In the absence of the President, will perform the functions and duties of the President
- Attends twice monthly e-board meetings, quarterly general meetings and other meetings as requested

(continued on next page)

SECRETARY-TREASURER

- Makes and keeps proper records of all monies received and deposited
- Prepares checks for payment and makes disbursements
- Prepares and presents a written categorical financial report of monies received/dispursed monthly
- Submits books to auditors/accountants of FUSE for annual inspection in preparation for tax returns
- Submits any and all lawful payments and obligations due and owing to LiUNA
- Corresponds to the LiUNA General Secretary-Treasurer regarding all newly initiated, readmitted, suspended, deceased and retired members into and out of the union
- Maintains all minutes of meetings, property, books, papers and records of financial transactions
- Attends twice monthly e-board meetings and quarterly general meetings
- Annual conferences as required

RECORDING SECRETARY

- Attends twice monthly e-board meetings and quarterly general meetings
- Records twice monthly e-board meetings and quarterly general meeting minutes

BOARD MEMBER

- Attends twice monthly e-board meetings and quarterly general meetings

SERGEANT-AT-ARMS

- Determines the right of those who shall be permitted to enter the meeting hall
- Shall execute such orders received from the president for the maintenance of order at meetings
- Attends twice monthly e-board meetings and quarterly general meetings

Please call or email any current board member for further information regarding their position

Kristie Purdy, President, ext. 7653

Laurie Thiers, Vice President, ext. 7515

Rick McMurtry, Business Manager, ext. 8230

Sue Keller, Secretary-Treasurer, ext. 8101

Leona Powell, Recording Secretary, ext. 6078

Elaine Sturgell, Board Member, ext.7980

Cheryl Harris, Board Member, ext. 6222

Maria Hernandez, Sergeant-at-Arms, ext. 8046

Bobby Flay's Sweet Potato Gratin

- 2 cups heavy cream
- 1 1/4 teaspoons ground cinnamon
- 1/4 teaspoon ground cloves
- 1/4 teaspoon freshly grated nutmeg
- 4 medium sweet potatoes, peeled/sliced 1/8" thick
- Kosher salt and freshly ground black pepper

Preheat the oven to 375 degrees. Whisk together cream, cinnamon, cloves and nutmeg until smooth. In a 10-inch square baking dish, arrange an even layer of sweet potatoes. Drizzle with a few tablespoons of the cream mixture and season with salt and pepper. Repeat with the remaining potatoes and cream, seasoning with salt and pepper, to form 8 to 10 layers. Press down on the layers to totally submerge the sweet potatoes in the cream mixture. Cover and bake for 30 minutes. Remove the cover and continue baking until the cream has been absorbed, the potatoes are cooked through, and the top is browned, 30-45 minutes. Remove from the oven and let rest for 15 minutes before serving.

Bobby Flay's Cranberry, Fig, and Pinot Noir Chutney

- 1 1/2 cups Pinot Noir
- 12 dried figs, diced
- 3/4 cup sugar
- 3 strips orange zest
- 1 2" piece fresh ginger, peeled & finely grated
- 4 cups fresh or frozen cranberries
- Kosher salt and freshly ground black pepper

Bring the wine to a simmer in a small saucepan. Remove from the heat, add the figs, and let soak until soft, about 30 minutes. Drain, reserving the wine and figs separately. Combine the sugar, 1 1/2 cups water, the reserved wine, orange zest, and ginger in a large saucepan and bring to a boil over high heat. Cook until the sugar has completely melted, a minute or two. Add half of the cranberries and cook, stirring occasionally, until the berries have popped and are very soft, about 10 minutes. Stir in the remaining cranberries and the soaked figs and cook for 5 minutes longer. Season lightly with salt and pepper. Discard the orange zest and scrape the chutney into a serving bowl. Serve at room temperature or chilled. The chutney can be prepared 24 hours in advance and stored covered in the refrigerator.

What Are You Thankful For? (asked of FUSE Membership)

My loving family and friends, good health and a job, having earned my son's respect, indoor plumbing, the many blessings that have been bestowed upon me and my family, that my mother still recognizes me while her dementia increases, that I live in a world that includes Steve Martin, that my husband is returning safely from his military service in the Middle East just in time to join us at the Thanksgiving table, grandchildren, the amazing NCC staff, family, friends, job and life, my freedom and this country I live in, and that so many are willing to serve - in and out of uniform - and risk their lives to defend it, fabulous health benefits and the ability to help our students succeed, for a union that speaks up for its members, whether active or retired, and shows by their brave actions that classified service matters and insists that our contract language be honored by the district in good faith, that I work at Sierra College, my health, as it contributes to my quality of living, my friends here at Sierra because it makes the days so much more fun, the opportunity to help so many students in a job that I love, my husband who loves me unconditionally, my co-workers, supportive friends, my faith, my family, my health, my job, and my country, just being alive, doing well, regardless of life's challenges; and blessed to have family, friends and co-workers, the FUSE executive board, the Negotiating team and Denelle Wiggins for assisting the Sierra College retirees with their health care issues, having family meals together, mobility, the ability to forgive, democracy, second chances, California weather, strangers that smile and help by opening doors, healthy children, choices, heat in the wintertime.

Halloween at Sierra College!



November 2011

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			2 NEGOTIATIONS 8:30	3 FUSE E-BOARD 8:00-10:00 SPIRIT DAY!	4	5
6	7	8 BOARD OF TRUSTEES 4:00	9	10	11 Veteran's Day	12
13	14	15 STRATEGIC COUNCIL 2:00	16 SAFETY COMMITTEE 1:00-2:00 NEGOTIATIONS 1:30	17 FUSE GENERAL MEETING 4:00-6:00 SPIRIT DAY!	18	19
20	21	22 OMNIPARTY 1:00	23	24 Thanksgiving	25 Thanksgiving Holiday	26
27	28	29	30			

Green Open to members
 Red Closed to members
 Blue Informational

Did you spot any grammatical errors in this newsletter?
 If so, please email sc-lnivinski@sierracollege.edu. First one in gets a gift card!