

FEDERATION OF UNITED SCHOOL EMPLOYEES

FUSE LOCAL 1212

AFFILIATED WITH THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



5000 Rocklin Rd., Rocklin, CA 95677
(916) 660-8231 www.fuse1212.org

October 2011
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MARK YOUR CALENDAR!

Please join the FUSE Executive Board for their quarterly meeting on Thursday, November 17, from 4:00-6:00, location to be determined. Note that this meeting will be held in the afternoon, to accommodate those of you who cannot get to our morning meetings. We will continue to alternate quarterly meeting times, in an effort to give more of you an opportunity to attend. The FUSE Executive Board asks that you review past board minutes in Public Folders prior to attending general meetings, as you will be asked to approve them at the meeting. Remember, wear your FUSE apparel for an extra raffle ticket! As always, FUSE welcomes your questions and feedback.

FUSE CONTRACT SIDE LETTERS

FUSE and the district from time to time create side letters to our contract. FUSE's contract as well as side letters are available for viewing in Public Folders. Please keep in mind that side letters may contain expiration dates or a specified period of time that they are in effect. If you have any questions, please contact the FUSE office.

FUSE SPIRIT DAYS

The first and third Thursdays of every month are FUSE Spirit Days! If you need FUSE spirit apparel, just send us a couple t-shirts, long-sleeved button downs, whatever you'd like, and we will embroider them at no cost to you. If you are spotted wearing your FUSE apparel on Spirit Days, you may receive a gift card!

SHOP UNION MADE

The Union Label shows that labor and management have signed a binding contract with each side guaranteeing their best work, their best compensation and their best benefits. It's a "win-win" arrangement for everyone -- labor, management, consumers and the community, and where the economy benefits from the paychecks and taxes of well-paid workers. Look for the Union Label whenever and wherever you can! Go to www.unionlable.org and be sure to check out the boycott list before you buy.



MEET JOHN BACA

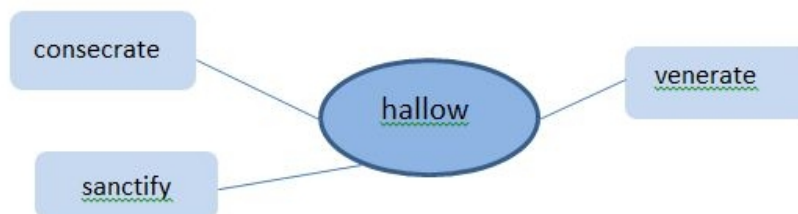
John Baca came to work for Sierra College at our Nevada County campus about three years ago. He is the technology specialist for Art/Applied Art and Design and Photo. He takes care of five studios in two buildings, he handles the budget, administrative duties and computers/servers. "I help fire kilns, supervise student/temp workers, and some maintenance, and much, much more." Applied Art and Design is a CTE program that teaches students design and digital arts. What does he like best about his job? "The diverse people I get to interact with on a daily basis and the beautiful campus I work on." John lives in Nevada City with his wife, Lily and their two children, Nathaniel 10, and Cecelia 2. He's an avid mountain biker and also enjoys hiking, camping and travel/cultural pursuits. He's a practicing photographer as well. "I also enjoy tinkering with anything mechanical or electronic." Favorite escape? "My shop, the woods or anywhere on my bike. Favorite books include "100 Years of Solitude" (Marquez) and "Slouching Towards Bethlehem" (Didion). Movies include "Bill Cunningham: New York," "Big Lebowski," and "Badlands." His favorite restaurant in Nevada City is Sopa Thai. Something he's always wanted to try but hasn't yet? "There are many. Maybe spelunking or sprint car racing." His biggest pet peeve? "When people fail to take the responsibility and physics of hurtling across the surface of the planet in 3 to 7,000 pounds of steel, plastic and rubber seriously. Or when cultural misrepresentation is masqueraded as depth of character, or an excuse for doing whatever you want." His favorite causes are the National Endowment for the Arts, National Wildlife Federation, and the National Parks Service. A favorite quote of John's by Wislawa Szymborska is, "All is mine but nothing owned, nothing owned for memory, and mine only while I look." John says of the union, "Unions are an important part of the history of this country and part of the fabric of who we are as a nation. Their efforts to safeguard labor have been invaluable to our quality of life. Unions may be an easy target in difficult times, but it is in times of difficulty that we are so often reminded of how critical the work of the union is in democratizing the rights of workers." Thank you, John, for sharing a little about yourself!

YOU COULD BE NEXT!

Is it time to step up and take a small or big role in the union that represents you? FUSE executive board nominations will take place in May 2012, with elections following in June 2012. Beginning the first working day after elections, the new executive board shall begin. The board member term is three years. If you are interested in job descriptions, please contact the officers directly.

Word Nerd

By Jeanne Guerin



So, how did we get from "hallow" to "Halloween?" According to the article "History of Halloween: Halloween History, Facts, Origin," on Longislandpress.com, "Halloween is a variant of All Hallows Evening, which, on Oct. 31, is the day before All Hallows Day [a day set aside by some religions to remember saints and martyrs] on Nov. 1. This was shortened to All Hallows Even, and then the "v" was dropped to All Hallows E'en. It's not a big jump to see how that got to Halloween."

STEWARD Q & A

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 or manager. A complaint is a relationship issue between an employee and a supervisor or 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 and 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.

STEWARD'S MISSION STATEMENT

The mission of the steward is to actively encourage member participation, to foster a positive relationship between the Union and Management, to ensure that appropriate representation is accessible and provided to employees, to serve as a communication link between union staff/union programs and members/employees, to foster and nurture open communication, to ensure the labor contract is adhered to and that other established working conditions are fairly enforced, to identify problems that need to be addressed, and to serve as a knowledge resource for members/employees. If you have a reasonable basis to believe that a meeting is an investigatory interview and/or disciplinary action may result from such meeting, you have right to union representation.

FUSE STEWARDS

Sue Keller	8231/8101	Chief Steward, Tahoe-Truckee, X, Y, YT
Diane Tomasello	2209	Co-Steward Tahoe-Truckee
Melinda Thomas	5297	Nevada County Campus
Leona Powell	6078	Nevada County Campus, evenings
Ruth Echavarria	7806	Roseville Gateway, Community Ed.
Maria Hernandez	8046	B, C, S, ST Buildings
Rick McMurtry	8231	Gym, Theatre, F, N, D, DT Buildings
Laurie Thiers	7515	L & W Buildings
Kristie Purdy	7653	M & MT, V, Z Buildings
Elaine Sturgell	7980	LRC, A, J, U Buildings
Chris Benn	7152	Rocklin Campus, evenings
Jeff Lloyd	7660	General Alternate

Spicy Pumpkin Soup with Mexican Cream and Toasted Pepitas

- 1/2 cup whipping cream
- 1/2 cup sour cream
- 1 teaspoon fresh lime juice
- 6 tablespoons (3/4 stick) butter
- 6 cups finely chopped onions
- 3 15-ounce cans solid pack pumpkin
- 2 cups whole milk
- 1 1/4 teaspoons dried crushed red pepper
- 9 cups canned low-salt chicken broth
- 3/4 cup shelled pumpkin seeds (pepitas), *toasted*

To make Mexican cream, whisk first 3 ingredients in small bowl. Cover and chill 2 hours. (It can be made 1 week ahead of time.) Melt butter in large heavy pot over medium heat. Add onions and sauté until translucent, about 10 minutes. Mix in pumpkin, milk and crushed red pepper. Working in batches, puree mixture in processor. Return to pot. Add broth; simmer 10 minutes to blend flavors, stirring occasionally. Season with salt and pepper. Ladle soup into bowls. Drizzle with cream. Sprinkle with pumpkin seeds.

Epicurious.com

Pumpkin Scones with Spiced Glaze

Scones:

- 2 cups all-purpose flour
- 7 tablespoons granulated sugar
- 1 tablespoon baking powder
- 1/2 teaspoon salt
- 1/2 teaspoon ground cinnamon
- 1/2 teaspoon ground nutmeg
- 1/4 teaspoon ground cloves
- 1/4 teaspoon ground ginger
- 6 tablespoons cold butter
- 1/2 cup canned pumpkin
- 3 tablespoons half-and-half
- 1 large egg

Spiced Glaze

- 1 cup plus 3 tablespoons powdered sugar
- 2 tablespoons milk
- 1/4 teaspoon ground cinnamon
- 1/8 teaspoon ground nutmeg
- 1 pinch ground ginger
- 1 pinch ground cloves

Preheat oven to 425 degrees. Line a baking sheet with parchment paper; set aside. Combine flour, sugar, baking powder, salt, cinnamon, nutmeg, cloves and ginger in a large bowl. Use a fork to cut the butter into the dry ingredients until mixture is crumbly and no chunks of butter are obvious; set aside. In a separate bowl, whisk together the pumpkin, half-and-half and egg. Fold wet ingredients into dry ingredients, and form the dough into a ball. Pat out dough onto a lightly floured surface and form it into a 1-inch thick rectangle about 3 times as long as wide. Use a large knife or a pizza cutter to slice the dough twice through the width, making three equal portions. Cut each of the portions in an X pattern (four pieces) so you end up with 12 triangular slices of dough. Place on prepared baking sheet. Bake for 14-16 minutes, or until light brown. Place on wire rack to cool. To make the spiced glaze, combine all of the ingredients. Drizzle over each scone and allow the icing to dry before serving (about an hour).

Browneyedbaker.com

October 2011

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5 NEGOTIATIONS 1:30 CELEBRATION OF EXCELLENCE 1:30	6 FUSE E-BOARD 8:00-10:00 SPIRIT DAY!	7	8
9	10	11 BOARD OF TRUSTEES 4:00	12	13	14 STRATEGIC COUNCIL 9:00-12:00	15
16	17	18	19 SAFETY COMM 1:00 NEGOTIATIONS 1:30	20 FUSE E-BOARD 8:00-10:00 SPIRIT DAY!	21	22
23	24	25 OMNIPARTY 1:00	26 OPEN FORUM 4:00	27	28 STRATEGIC COUNCIL 9:00-12:00	29
30	31					

Green

Red

Blue

Open to members

Closed to members

Informational

Did you find a misspelled word or a grammatical error in this publication?
If so, please notify the FUSE office and you could be the next winner of a Starbucks or Subway gift card!