

# FUSE LOCAL 1212

AFFILIATED WITH THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



5000 Rocklin Road, Rocklin, CA 95677  
(916) 660-8231  
[www.fuse1212.org](http://www.fuse1212.org)



*LiUNA Headquarters, Washington D.C.*

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## Training in Maryland

In late July, Business Manager Rick McMurtry attended the PED Academy Level II Training at the National Labor College in Silver Spring, Maryland. The training was a week long of intense workshops. Included in the workshops and classes, was great information and teachings on organization, Stewards, grievances, and arbitration.

Secretary-Treasurer Sue Keller also traveled to the National Labor College in late July and attended the LiUNA Secretary-Treasurer Training. This training was also a week long of intense classes. Sue reports that she learned a great deal of information that will benefit her in her new position such as fiduciary responsibilities, financial and tax reporting, budgeting and bonding, and QuickBooks. LiUNA put together a great training week and even provided materials that will help assist our Secretary-Treasurer in the year to come.

## Member Update

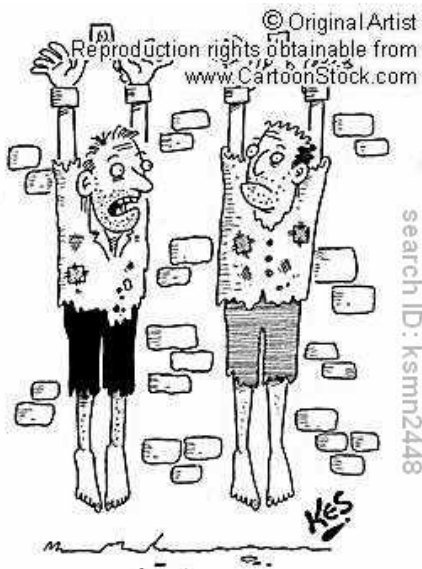
Thank you to all of our members for their hard work. Here is our latest member update:

- Barbara Royer - Instructional Assistant - Learning Disabilities retired after 14 years of service.

We have 1 new member since last month, welcome to Sierra College!

- Shilpa Pothula - Systems Analyst/Programmer





"On reflection, maybe I shouldn't have threatened him with an unfair dismissal claim."

## Your Basic Employee Rights

If you are called into a meeting and have a reasonable basis to believe that the interview involves allegations that “could” result in disciplinary action, you have the right to representation.

- As an employee, you must inform your employer and/or supervisor of your request for Union representation.
- The employer must grant the request, which may delay the interview, or deny the request and end the interview.
- If the employer violates what you believe is your right to representation, proceed with the interview upon being ordered.
- Seek advice from a Union representative prior to and/or immediately following your interview.

## What should you do if you are called to 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.



## A Special Thank You

Humpty recently returned from his extended stay at the Tahoe-Truckee campus. He enjoyed every minute of it. He would like to say a special thank you to everyone who made his stay fantastic! He says everyone was very welcoming and took spectacular care of him. He even came back with a special chair that suits him very well. Thank you again to all of you at Tahoe-Truckee! Keep up the great work!

*“There is real magic in enthusiasm. It spells the difference between mediocrity and accomplishment.”*  
*-- Norman Vincent Peale*

## Glossary

### **Weingarten Right**

The right of an employee to request union assistance during an investigatory interview and the right of a union representative to counsel the employee during the interview.

### **Collective Bargaining Agreement**

The contract between the employer and the union, fixing conditions of employment for a period of time.

### **Confidential Agreement**

An agreement in which the employer consents to supply the union with confidential information and the union agrees not to reveal the information.

### **Past Practice**

A customary way of doing things not written into the collective bargaining agreement.

### **Grievant**

An employee who files a grievance or an employee for whom the union files a grievance.

### **Impass**

A point in bargaining where there is no prospect of change of position by either party.

### **Unfair Labor Practice (ULP)**

A violation of the NLRA by an employer or a union.

(NLRA–National Labor Relations Act)



August 2009						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 OmniParty 2 PM	5 <b>POLO DAY</b> FUSE MEETING 7AM - 9AM	6	7	8
9	10	11 District Board Meeting 2:00 pm Rocklin Campus	12 Senate Meeting 12 NOON to 1 PM	13	14	15
16	17 Back to 5/8's	18	19	20 <b>POLO DAY</b> FUSE MEETING 7AM - 9AM	21 Strategic Council 9 am - 12 pm	22
23	24	25	26 Senate Meeting 12 NOON to 1 PM	27	28 <b>FUSE General Meeting 9 - 11 am</b>	29
30	31					

Breakfast will be provided at  
the August 28<sup>th</sup> General  
Meeting!

**Upcoming Events**

- ❖ September 7<sup>th</sup> - Holiday



# SIERRA COLLEGE

## Sierra College Stewards

Don't forget...  
wearing your FUSE  
polo shirt on polo day  
could bring you great  
rewards!



Sue Keller	Ext. 8101/8231
Chief Steward, Tahoe-Truckee, G Building, Graveyard	
Diane Tomasello	Ext. 2209
Co-Steward Tahoe-Truckee	
Melinda Thomas	Ext. 5297
Nevada County Campus	
Leona Powell	Ext. 6078
Nevada County Campus - Evening	
Ruth Echavarria	Ext. 6245
Roseville Gateway, Community Ed	
Chris Benn	Ext. 7152
A, D & DT Buildings	
Maria Hernandez	Ext. 8046
B & C Buildings	
Rick McMurtry	Ext. 3800
Gym, Theatre, N, S & ST Buildings	
Jennifer Dupuis	Ext. 7513
U, X & XT, Y & YT Buildings	
Laurie Thiers	Ext. 7515
L & W Buildings	
Kristie Purdy	Ext. 7653
M & MT, V & Z Buildings	
Elaine Sturgell	Ext. 7980
Learning Resource Center & J Building	
Annette Richards	
Co-Steward Graveyard Shift	

### Beef Kebobs with Grilled Asian Slaw

Teriyaki sauce lends the meat in this recipe a sweet yet savory flavor. It's also a key ingredient in the dressing for the Asian slaw. Even the cabbage and onions are briefly grilled in this summer salad -- the vegetables end up with a slightly smoky flavor but don't lose their crunch.

#### RECIPE INGREDIENTS:

- 1 To 1 ¼ pounds boneless beef sirloin steak, cut into ¾-inch pieces
- 1 cup teriyaki sauce
- 1 small head green cabbage, tough outer leaves removed
- 1 bunch green onions
- 4 rings fresh pineapple
- ¼ cup canola oil, plus more for brushing

1. In a ziplock bag, marinate the beef in 1/2 cup of the teriyaki sauce for 30 minutes. Prepare a charcoal fire or heat a gas grill to medium-high, and oil the grates.
2. Thread the beef onto skewers. Cut the cabbage in half and remove the core, then cut the halves into quarters. Brush canola oil on the cut sides of the cabbage, the white parts of the onions, and the pineapple slices. Then brush oil on the skewered beef.
3. Grill the beef for 2 minutes per side, turning once, or until cooked to your liking. Grill the cabbage, onions, and pineapple rings for 2 to 3 minutes or until you have visible grill marks, turning them once with tongs. Bring everything inside.
4. Chop the onions (include some of the green), the pineapple, and the cabbage and combine them in a large serving bowl. Whisk the remaining 1/2 cup of teriyaki sauce with the 1/4 cup of canola oil, pour it over the slaw, and toss it all to blend. Serves 5.