

FUSE LOCAL 1212

AFFILIATED WITH THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



5000 Rocklin Road, Rocklin, CA 95677

www.fuse1212.org

Executive Board Elections

The results are in! Here are the final results of the Executive Board Elections. The New Executive Board Members will take office July 1st. Congratulations to the newly elected officers!

President – Kristie Purdy

Vice President – Laurie Thiers

Recording Secretary – Ruth Echavarria

Secretary–Treasurer – Sue Keller

Business Manager – Rick McMurtry

Sergeant at Arms – Maria Hernandez

Member at Large – Leona Powell

Member at Large – Elaine Sturgell

Along with change for the Executive Board comes change for Diana Kenton. Diana has been the Secretary–Treasurer for the past ten years as well as a Steward. With her extensive background in banking, Diana has helped FUSE keep a balanced budget at all times. She has been very dedicated and hard working for many years. Thank you Diana for all that you have done for the Executive Board!

INSIDE THIS ISSUE

Executive Board Elections	1
Member Update	1
Humpty Made it to NCC!	2
Business Manager Update	2
Meet Scott Berry	3
Weingarten Rights	4
Calendar	5
Upcoming Events	5
Steward Contact Information	6
Recipe of the Month	6

Member Update

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

- Congratulations to Alistair Turner, he is now the Program Manager of Outreach and International Students.
- Congratulations to Beverly Yoha, she is now the Manager of Finance.
- Elizabeth Williams transferred to a Student Services Technician in the Assessment Center.

We have 5 new members since last month, welcome to Sierra College!

- Aracely Canon – Student Services Technician.
- Brenda Shine – Accountant.
- Judy Ahlquist – Accountant.
- Thomas Makimoto – Grounds Maintenance Technician.
- Jennie Grow – Student Services Technician in CalWORKS.

Reminder:

*During the summer
the FUSE Office will be open
Monday – Thursday
8:00 am – 4:30 pm
(Closed for lunch 12:00 – 12:30)*



Humpty Made it to NCC!

Humpty made his way up to the Nevada County Campus and reports that he had a great stay on the beautiful 105-acres. The campus was built on what was previously known as Litton Hill overlooking the city of Grass Valley. The Nevada County Campus opened in 1996 and welcomed over 2500 students. Today the campus has over 3500 students. Humpty inspected some of the new buildings and plans for the campus expansion. He thinks the campus has many excellent features and will continue to considerably serve the students and the community. Humpty also enjoyed sitting by the beautiful large koi pond and even got to feed the big “sharks” as he called them. He would like to thank all of his new friends for the adventure and getting him home safe.

“Whether you realize it or not, you have the power to be successful by helping others succeed.”

-- David Cottrell



Business Manager Update

It has been my pleasure to serve the members of FUSE, Local 1212, LiUNA over the past 4 years in the capacity of Business Manager. During this time I have learned so much about Sierra College and the people that make it tick. The classified staff, faculty and managers that I have worked with have made it very rewarding. Sometimes the issues were difficult and stressful, but we worked through them together whether it was negotiations, OmniParty, Strategic Council or a grievance. I believe that I have served you well.

I am now passing the baton to Rick McMurty. He has been the FUSE President for the past 3 years and has been my right-hand man. We have been an incredible team and I will always be grateful for his support and commitment to the union. It is now time for him to take over and for me to support him and the rest of the Executive Board in the capacity of Secretary-Treasurer.

I will continue to do my very best in my new role as Secretary-Treasurer and look forward to the challenges that this position will bring and my continued involvement with FUSE.

Sincerely,

Sue Keller

Business Manager

FUSE, Local 1212, LiUNA



Meet Scott Berry

Scott Berry first started out as a student here at Sierra College and graduated in 1980 with an Associate of Arts in Metals Manufacturing Technology. In 1988, he started working part time at Sierra College as a Welding Instructor. Then in 1989, Scott started as a maintenance technician in the metals department while still teaching welding until 1991. Shortly after this time, Scott and Jim Devore started the art metals class (also known as creative design in metal) and they both taught as a team for many years. Many projects for the college have passed through the metals shop over the years, in fact there are too many to list, however you will recognize many around the campus. Also keep your eyes out for exciting upcoming projects including the ASSC courtyard water feature and gates, the FUSE office pond water feature, and the I building quad barbeque area with new metal art sculptures. Thank you Scott for all of your terrific masterpieces that help make our campus shine! The breathtaking and creative work that you have done over the years has shown you are a master of art metals.



Weingarten Rights

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of *J. Weingarten Inc.*, must be claimed by the employee. The supervisor has no obligation to inform an employee that he/she is entitled to Union representation.

What is an Investigatory Interview?

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what he/she says, the employee has the right to request Union representation.

Examples of such an interview are:

1. The interview is part of the employer's disciplinary procedure or is a component of the employer's procedure for determining whether discipline will be imposed.
2. The purpose of the interview is to investigate an employee's performance where discipline, demotion or other adverse consequences to the employee's job status or working conditions are a possible result.
3. The purpose of the interview is to elicit facts from the employee to support disciplinary action that is probable or that is being considered, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made.
4. The employee is required to explain his/her conduct, or defend it during the interview, or is compelled to answer questions or give evidence.

It is an obligation of the Union to educate bargaining unit employees about their Weingarten rights **BEFORE** an occasion to use them arises. An

employee must state to the employer that he/she wants a Union representative present; the employer has no obligation to ask: the employee if he/she wants a representative.

Weingarten Rules

When an investigatory interview occurs, the following rules apply:

Rule 1 – The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request.

Rule 2 – After the employee makes the request, the supervisor has 3 options. He/she must either:

- a. Grant the request and delay the interview until the Union representative arrives and has a chance to consult privately with the employee; or
- b. Deny the request and end the interview immediately; or
- c. Give the employee a choice of: 1) having the interview without representation or 2) ending the interview.

Rule 3 – If the supervisor denies the request and continues to ask questions, this is an unfair labor practice and the employee has a right to refuse to answer. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.



June 2009

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3 Senate Meeting 12 NOON to 1 PM Negotiations 9:00am to 4:00pm	4 POLO DAY FUSE MEETING 7AM - 9AM	5	6
7	8	9 District Board Meeting Begins at 4 PM Rocklin Campus	10 Senate Meeting 12 NOON to 1 PM	11	12	13
14	15	16 Strategic Council 1PM - 4PM	17 Senate Meeting 12 NOON to 1 PM	18 POLO DAY FUSE MEETING 7AM - 9AM	19 Negotiations 9:00am to 4:00pm	20
21	22	23	24 Senate Meeting 12 NOON to 1 PM	25	26	27
28	29	30				



Upcoming Events

- ❖ July 1st - New FUSE Executive Board members take office!

Have a happy summer!!





SIERRA COLLEGE

Sierra College Stewards

*Planning a summer
Disneyland trip
or a vacation?
Remember to check out
great savings at
unionplus.com for travel
and entertainment!*



Sue Keller Tahoe Truckee	Ext. 8101/8231
Rick McMurtry Plant Ops, Gym, Police Services, Personnel, Theatre	Ext. 3800
Jennifer Dupuis Learning Resource Center	Ext. 7513
Sandra Anderson Evening Shift	Ext. 7107
Ruth Echavarria Roseville Gateway, Community Ed, SBCC	Ext. 6245
Diana Kenton M & Mt Buildings	Ext. 8031
Melinda Thomas Nevada County Campus	Ext. 5297

Fun in the Sun



Lemon Cups

If life gives you lemons, make Lemon Cups!

RECIPE INGREDIENTS:

- 2 teaspoons lemon zest
- 4 to 5 lemons
- 3/4 cup fresh lemon juice (from the lemons)
- 3 1/2 cups water
- 1 1/4 cups sugar
- Mint leaves and lemon zest for garnish

1. Scrape the 2 teaspoons of zest from one of the lemons, then cut all of the lemons in half and juice them. Measure 1 cup, reserving the rest for another use.
2. Use a melon baller to remove any remaining pulp. Slightly trim the bottom of each lemon cup so it sits flat, then set them on a plate, cover, and place them in the refrigerator.
3. In a medium saucepan, combine the water and sugar over medium heat, stirring until the sugar has dissolved. Bring the water to a boil, then add the lemon juice and zest and boil for 2 minutes.
4. Transfer the liquid to a mixing bowl and allow it to cool to room temperature. Place the bowl in the freezer until the mixture begins to freeze, several hours or overnight. Use a fork to break up the ice, then stir it until fluffy.
5. Spoon 1/2 cup of the slush into each lemon half, then cover them and freeze until you're ready to serve. Garnish with a mint leaf and lemon zest before serving, if you like. Serves 8 to 10.