

# FUSE LOCAL 1212

AFFILIATED WITH THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



5000 Rocklin Road, Rocklin, CA 95677

[www.fuse1212.org](http://www.fuse1212.org)

## “Polo Day”

As many of you are aware, we now have new FUSE polo shirts! We are officially announcing every first and third Thursday of every month to be “Polo Day”. We encourage all members to wear their lovely new polo shirt on this day to show FUSE unity and member strength. You may also wear your polo any other day when you would like. For those of you who did not get a chance to order and would like a polo shirt, please contact the FUSE office ext. 8231, we have a few extras. We hope you all enjoy having them!



*Cathy Blurton*

## Member Update

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

- ❖ Carol Hartzell - transferring to Administrative Secretary (Campus Life).
- ❖ Christopher Poling - is now a Distance Learning Support Specialist.
- ❖ Dana Kime - Administrative Services Technician in Police Services is retiring after 21 years of service.
- ❖ Bernard Acuna - Transportation Coordinator retired after 32 years of service.
- ❖ Eunis Benecke - Network Support Specialist retired after 17 years of service.
- ❖ Torben Eriksen - Facilities Maintenance/ Energy Specialist (NCC) retired after 14 years of service.
- ❖ Jim Goodpastor - Maintenance Specialist/Custodian (NCC) retired after 30 years of service.

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## Have you seen Humpty?

Humpty was recently created by a student at the Rocklin Campus for an art project. Have you seen Humpty traveling around your campus trying to find new friends? Let’s see if anyone can spot him! Here he is on the Rocklin Campus. The Rocklin campus opened in 1962 and enrollment reached 1,500. On the 311-acre campus there are more than 50 buildings. The tallest building on campus today is the four-story Learning Resource Center. The LRC holds more than 95,000 volumes, plenty for Humpty to keep busy for a while. Keep an eye out for Humpty coming to a campus near you!





## Sierra College Police Department Update

Sierra College Police Department is devoted to maintain a safe campus. To encourage safety while driving, here are some tips that identify recent changes to the California Vehicle Code and common violations they observe on campus:

- VC 23123 - Bluetooth hands-free required for driving July 2008 (minimum fine \$76)
- VC 23123.5 (b) - No texting while driving - January 2009 (minimum fine \$76)
- VC 27315 (a) - Mandatory use of seatbelts (minimum fine \$76)
- VC 22450 (a) - Failure to stop at stop sign (minimum fine \$146)
- VC 22350 - Basic speed law, unsafe speed for conditions (minimum fine \$150-380)
- VC 21657 - Wrong way on a one way roadway (minimum fine \$146)
- VC 23116 (a) - Persons in back of truck (minimum fine \$146)
- VC 24400 - Headlight out (minimum fine \$108)
- VC 24600 - Tail light out (minimum fine \$108)
- VC 24603 - Stop lamp out (minimum fine \$108)

[http://www.placercourts.org/general/fees/Uniform\\_Bail\\_and\\_Penalty\\_Schedules.pdf](http://www.placercourts.org/general/fees/Uniform_Bail_and_Penalty_Schedules.pdf)

Officers may be reached by calling (916) 660-7120 or by dialing 1000 from a campus phone. For campus emergencies, dial 1111 from a campus phone.

## Business Manager Update

Our current Sunshine List and next years will include the following:

**The District and the Union have a mutual interest in addressing potential Collective bargaining modifications as a result of Banner implementation.**

This statement leaves it open to deal with things that may arise when implementing the Banner software. The areas that we are most concerned about are health and welfare, working conditions and compensation. If you have any concerns regarding the implementation of the software and the items listed above, please let us know.

We have reached a **Mutual Interest** Agreement in OmniParty regarding the Growth Funds. They will be used to satisfy the deficit in our "bucket" as well as the cost of step and column. The remaining funds (approximately \$80,000) will be used for any costs related to the review of 20% of the job classifications addressed in the Collective Bargaining Agreement (CBA), Article 26: Classification System, Section 2: Statement Principles.

## FUSE Executive Board Elections

On Thursday, May 7<sup>th</sup>, FUSE has scheduled the nominations meeting for the upcoming Executive Board election. The meeting will be held in the Board Room LRC 133-A at 4:00 pm. The FUSE General Meeting will immediately follow at 4:30 pm at the same location.

If you would like to nominate someone at the meeting please get their approval first. Also, if the person accepts your nomination but cannot make it to the meeting, please make sure that the FUSE office has a letter from the person accepting the nomination.

If you are interested in running for office and want to know the qualifications, please contact the FUSE Office at ext. 8231.

### Examples-Nomination Accepting Letter

- I \_\_\_\_\_ accept the nomination to sit on the Executive Board.
- This is my letter of acceptance to participate in the nomination process for \_\_\_\_\_, I would be honored to represent our fellow brothers and sisters in this election.

# The National Labor Relations Act

The principal labor law in the United States is the National Labor Relations Act (NLRA). Before its passage in 1935, employers were free to spy on, interrogate, discipline, fire, and blacklist union members. Nonetheless, during the Great Depression workers took over factories, engaged in citywide general strikes, and battled police and private security forces. Some historians believe that Congress adopted the NLRA to steer labor struggles away from potentially revolutionary confrontations.

The NLRA declares collective bargaining as an official policy of the United States. Employers are forbidden from discriminating against workers who join unions, exercise leadership, or engage in strikes.

The NLRA spurred organizing in the automobile, steel, electrical, meatpacking, rubber, and other industries. By 1945, union contracts covered a third of the private sector workforce.

In 1945 and 1946, a great wave of strikes swept the country. In response, business interests petitioned Congress to amend the NLRA. The Taft-Hartley Act of 1947 prohibited solidarity strikes, closed shops, and secondary picketing. The Landrum-Griffin Act of 1959 imposed further restrictions.

## Key Provisions

The NLRA has 41 sections. The most important are Sections 7, 8, and 9. Stripped to its essentials, Section 7 reads: Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid and protection.



Section 8(a) defines employer violations. These are known as “unfair labor practices” or “ULPs.” Five types of conduct are prohibited: Interference, restraint, or coercion directed against union or other collective activity [Section 8(a) (1)]. Creation or domination of a labor organization [Section 8(a) (2)]. Discrimination against employees to discourage support for a union [Section 8(a) (3)]. Retaliation for filing ULP charges or cooperating with the NLRB [Section 8(a) (4)]. Refusal to bargain in good faith with union representatives [Section 8(a) (5)].

Threats and interference in union activity violate Section 8(a) (1). Discharges and suspensions violate Sections 8(a) (1) and (3). Unilateral changes, refusals to supply information, and denials of union assistance during investigatory interviews violate Sections 8(a) (1) and (5).

Section 8(b) proscribes union unfair labor practices, including unfair representation, bargaining in bad faith, and secondary picketing.

Section 9 sets out procedures for union certification elections.

<http://www.workrightspress.com>



## A Steward's Ten Objectives

Regardless of the attitudes of others, you'll need to conduct yourself in a forthright and positive manner. That's why it helps to study some of the basic rules of stewardship – call them the Steward's Ten Objectives. Admittedly, these are not divinely inspired or written but they deserve respect.

1. Support the Union and show it
2. Know yourself
3. Be a credible employee
4. Talk straight with the members and management
5. Size up the opposition and act accordingly
6. Deal with small problems before they become big ones
7. Prepare against surprises
8. Set limits
9. Involve others in the work of the Union
10. Recognize that the worksite is just part of the whole



## Steward Training

On April 24<sup>th</sup>, ten FUSE members attended the Steward Training, facilitated by LiUNA Director Bob Purcell. Maria Hernandez, ESL Instructional Assistant, wanted to share with everyone why she wanted to participate in the recent Steward Training:

*Hi Brothers and Sisters,*

*I attended the training because I want to be a Steward. Also, by being involved in shared governance you learn many things, so you can come back to your work site and share with others. I really appreciate our people that currently serve FUSE. I want to thank you for the opportunity that our contract allows us to gain knowledge and help others in anyway we can.*



*FUSE members at the Steward Training, from left: Leona Powell, Sue Keller, Kristie Purdy, Rick McMurtry, Bob Purcell, Annette Richards, Ruth Echavarria, Maria Hernandez, Elaine Sturgell, and Jennifer Dupuis.*

May 2009						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Strategic Council 9AM - 12 Noon	2
3	4	5	6 Senate Meeting 12 NOON to 1 PM  Negotiations 1:30 to 4:30	7 POLO DAY FUSE MEETING 7AM - 9AM Nominations 4-4:30pm General meeting to follow 4:30-6pm in LRC 133 A	8	9
10	11 4/10s Summer Schedule Starts	12 District Board Meeting Begins at 4 PM SC - NCC	13 Senate Meeting 12 NOON to 1 PM  Negotiations 1:30 to 4:30	14	15	16
17	18	19 Strategic Council 1PM - 4PM	20 Senate Meeting 12 NOON to 1 PM  Negotiations 1:30 to 4:30	21 POLO DAY FUSE MEETING 7AM - 9AM	22	23
24/31	25 HOLIDAY	26	27 Senate Meeting 12 NOON to 1 PM  Negotiations 1:30 to 4:30	28	29	30

## Upcoming Events

- ❖ June - FUSE Executive Board Elections - don't forget to vote!
- ❖ Don't forget about going to 4/10s this summer. During that time you will also have 4 hours of FUSE release time available to you!





# SIERRA COLLEGE

*"Only a fool  
would try to deprive  
working men and  
working women of their  
right to join the union of  
their choice."  
-- Dwight D. Eisenhower*



## Sierra College Stewards

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

## Celebrate Spring! \* \* \* \* \*

### Teriyaki Delight

A good teriyaki sauce gives grilled chicken a rich auburn color. Our homemade version includes just the right amount of ginger to give it an equally appealing taste. While you can also use boneless breasts for this recipe, boneless thighs stay moister during grilling.

#### Recipe Ingredients:

##### MARINADE

- ¼ cup ketchup
- ¼ cup hoison sauce
- 2 tablespoons soy sauce
- 2 tablespoons rice vinegar
- 2 teaspoons minced fresh garlic
- 2 teaspoons minced fresh ginger
- 2 teaspoons dark sesame oil

##### CHICKEN

- 8 boneless, skinless chicken thighs (about 4 ounces each)
- Sesame seeds, toasted in a skillet
- Cooked rice
- Scallion tops, cut into 2-inch long strips (optional)

1. Place the chicken thighs in a gallon-size zip-lock bag and add the marinade ingredients. Press the air out of the bag and seal it. Turn the bag to thoroughly coat the chicken, then place it in a bowl and refrigerate it for at least 4 hours (preferably overnight), turning the bag occasionally. Remove the meat from the refrigerator 20 minutes before grilling.
2. Prepare a charcoal fire or set a gas grill to medium-high, close the lid, and heat until hot -- about 10 to 15 minutes.
3. Remove the chicken from the bag and discard the marinade. Grill the thighs until they are no longer pink inside, about 5 minutes per side on a gas grill.
4. Transfer the thighs to a cutting board and let them rest for about 5 minutes, then slice each piece at a diagonal. Sprinkle on the toasted sesame seeds. Serve over rice, garnished, if you like, with scallion strips. Serves 6 to 8.