

FUSE UPDATE

FEDERATION OF UNITED SCHOOL EMPLOYEES, LOCAL 1212, LIUNA
5000 Rocklin Road, Rocklin, CA 95677

January 2006

Business Manager's Update

By: Sue Keller

Happy New Year!

Welcome back! I hope you made the most of your winter break. I spent mine with family and friends in the Bay Area and Truckee. The rain didn't stop me from traveling! It was nice to finally feel relaxed during the second week and be able to enjoy my free time.

I hit the ground running upon returning to campus. The LRC was freezing cold and the ground floor had flooded during the break. Even though our maintenance crew had been working on the problems during the break it was not completely taken care of by the time we came back to work on January 3. Our members who work in the LRC were cold but were accommodated with space heaters as well as compassion from their freezing cold managers. The heating problem has been corrected. The water from the flooding has been extracted and the flooding problem is being evaluated.

I have been working on the completion of the P.E. Fall 2006 class schedule and have been communicating with the faculty members regarding their schedules. I have also been assisting the P.E. division office with other duties.

On Wednesday morning we decided to cancel the negotiations meeting for the day. Since we last met on December 4th just before the break most of our Who, What, When's (WWW's) were not completed. Our next meeting will be Jan 18th.

Thursday we met with a member regarding some Workers Compensation issues and today we met with the district to create a straw design for a revised Evaluation Article which would include processes as well as edit the evaluation form. The Evaluation Article along with the other recommendations from the sub-committee will go back to the negotiations table for further discussion and approval.

This morning I attended the new classified employee orientation in the LRC. I gave a brief overview of the contract and encouraged new employees to stop by the office. I handed out an informational paper that listed the E-Board members along with the current Stewards. I briefly talked about negotiations and Omniparty, explaining processes for both groups and identified the classified representatives who sit on these committees.

Again, welcome back and enjoy the semester!

Articles of Interest

Article 5: Employee Rights

Article 6: Dues Deduction and Organization Security

Article 8: Salaries and Stipends

Article 9: Health and Welfare Benefits

Article 10: Hours and Overtime

Article 11: Holidays

Article 12: Vacation

Article 13: Leaves

Article 14: Grievance Procedure

Article 15: Complaint/Problem Procedures

Article 17: Evaluations

Article 27: Personnel File

Article 29: Assignment and Transfer

Contact Your Union Representative: (916) 781-0512

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Joe Malfa, E-Board Member
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Rick McMurtry, Sergeant-At-Arms
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Steward's Mission Statement



The mission of the Local Steward is to actively encourage member participation, foster a positive relationship between the Union and Management, ensure appropriate representation is accessible and provided to employees, serve as a communication link between Union Staff/Union Programs and members/employees, foster and nurture open communication, ensure the labor contract is adhered to and other established working conditions are fairly enforced, identify problems that need to be addressed, and serve as a knowledge resource to members/employees.

For your convenience: **Sierra College Stewards**

Sandra Anderson Evening Shift	Ext. 2416
Joan Basque Division Offices/Instructional Staff	Ext. 2775
Chris Benn Division Offices/Instructional Staff	Ext. 2535
Yvonne Chappell A & J Buildings, Winstead/Student Services	Ext. 2490
Steve Clarkson Plant Ops, Gym, Police Services, Personnel, Theatre	Ext. 2679
Jennifer Dupuis Learning Resource Center	Ext. 2696
Ruth Echavarria Roseville Gateway, Community Ed, SBDC	Ext. 6245
Sue Keller Tahoe Truckee	Ext. 2512/2988
Diana Kenton M & Mt Buildings	Ext. 2914
Joe Malfa Nevada County Campus	Ext. 6013/5310
Rick McMurtry Plant Ops, Gym, Police Services, Personnel, Theatre	Ext. 3036
Melinda Thomas Nevada County Campus	Ext. 5297/6012

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/manager. A complaint is a "relationship" issue between an employee and a supervisor/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 complaint/grievances without the assistance of FUSE. Complaints/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.

Labor Remembers Dr. Martin Luther King Jr.

"I look forward confidently to the day when all who work for a living will be one with no thought to their separateness as Negroes, Jews, Italians or any other distinctions. This will be the day when we bring into full realization the American dream—a dream yet unfulfilled. A dream of equality of opportunity, of privilege and property widely distributed; a dream of a land where men will not take necessities from the many to give luxuries to the few; a dream of a land where men will not argue that the color of a man's skin determines the content of his character; a dream of a nation where all our gifts and resources are held not for ourselves alone, but as instruments of service for the rest of humanity; the dream of a country where every man will respect the dignity and worth of the human personality. That is the dream..."

~Dr. Martin Luther King, Jr.
AFL-CIO Convention, December 1964

Dr. Martin Luther King, Jr.'s birthday is January 15. The third Monday in January was declared a legal public holiday in 1963 in honor of the civil rights leader and friend of labor.



California Labor History

January 22, 1826

Indian field hands at San Juan Capistrano mission refused to work, engaging in what was probably the first farm workers strike in California.

January 1901

Delegates meeting in San Francisco founded the California State Federation of Labor. By 1910, most building trades unions had affiliated.

January 1, 1905

Under an agreement reached 2 years earlier, the San Francisco printers became the first in the nation to obtain the 8 hour day

1906

The local lumber workers' union in Humboldt County founded the Union Labor Hospital Association to establish a hospital for union workers in the county. The hospital became an important community facility that was financed and run by the local labor movement.

January 15, 1938

The CIO miners' union in the Grass Valley area struck for higher wages, union recognition, and the 8 hour day. The strike was defeated when vigilantes and law enforcement officials expelled 400 miners and their families from the area.
