

## June Newsletter

# AFSCME LOCAL 448

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JUNE 2022

**President:** Alice Sutherland  
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**Secretary:** Tina Wren-590-9350  
**Treasurer:** Laurie Scudder-987-7509

### Chapter Chairs

Tanya Burns: DCFS-987-7542  
Marie Reck: Revenue-209-5405  
Donna Wellman: DHS-990-7806

### Members at Large

Aaron Sockwell: DHS-670-5283  
Robin Aebly: DCFS-908-9664  
Tom Soresie: DCFS-973-2857

### Trustees

Dawn Chavez: IDES-441-9467  
Jeff Bergstrom: DHS-901-2969  
Greg Duffy: DCFS-994-0502

### People Chair

Laurie Scudder: Revenue-987-7509

Chris Hooser: Staff Representative-815-968-0447

### Meeting Dates

<b>Membership Meeting IN PERSON</b>	<b>Thursday 6-2-22</b>
<b>Executive Board Meeting</b>	<b>6-1-2022</b>
<b>All Membership meetings will begin at 6:30 p.m.</b>	

### JUNE MEMBERSHIP MEETING NOTICE

As indicated in our May newsletter, our June membership meeting will be held in person on June 2, 2022 at Cimino's Little Italy 421 Challenger St. Freeport IL. Food will be available beginning at 5:30 PM. The meeting will start promptly at 6:30 PM. On the agenda for this meeting is nominations and elections for delegates, alternates, and guests to attend the AFSCME 45th International Convention will be held July 11-15, 2022, in Philadelphia Pennsylvania. Those interested in being nominated to attend this convention must be present at this meeting. If you are not able to attend the meeting but wish to be nominated, you **MUST** send an email to [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com) **PRIOR** to the meeting start time of 6:30 PM on 6-2-22.

Those elected to attend the convention will be reimbursed for travel and hotel expenses, will receive lost wages, and per diem. To qualify for full reimbursement of lost wages you must attend all convention sessions and workshops. If you do not your wages will be docked accordingly for time missed. We go to these conventions to work and learn.

### CYNDI OVERTON MEMORIAL SCHOLARSHIP

Second notice for the Cyndi Overton Memorial Scholarship. The Applications are available at all worksites, on our Facebook page, or on our website [afscme448.org](http://afscme448.org). All applications must be postmarked by 7-1-2022 to be considered.

### BAD ADDRESSES

Please advise your local steward or Local President Alice Sutherland at [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com) if you are planning on moving or have moved with your new address. We want you to remain informed of any union related issues. It's important as we receive many newsletters back each month due to incorrect addresses.

### CALLING ALL RETIREES

If you are retiring this year, remember the importance of becoming a member of a retiree local. The retiree locals address issues relating to pension and insurance. Please contact Jay Ferraro 815-742-6553 for Winnebago/Boone area; Lou Cook 815-541-6703 for Jo Davies and Stephenson; Joan Leblanc at 815- for Lee, Whiteside and Carroll County area and Melissa Garman at 815-858-5315 for Ogle/DeKalb County area.

## **RIVER BLUFF NURSING HOME IN ROCKFORD NEEDS OUR HELP**

Early voting in Winnebago County started 5-18-22. You will see a referendum on the ballot asking for support of our county nursing home, River Bluff. Please vote YES.

Our nursing home is one of 15 public nursing homes in Illinois, which means it is one of the 15 nursing home/rehabilitation centers that is required to accept patients with Medicaid. Private sector nursing homes may do so but are not required to do so. River Bluff is a not for profit nursing home, providing a vital service for some of our community's most vulnerable. **VOTE YES.**

The levy has not increased since 1989. The increase is equivalent to \$25 a year for those with a \$150,000 home. That's \$2.08 a month to ensure that our community continues to have a say in the quality of care our loved ones receive. Vote YES! Spread the word. [#SaveOurSeniors](#) [#saveriverbluff](#)



### **Wage Increase**

July 1, 2022, we will all get another 3.95% wage increase. This will be the last increase of the current contract. Our contract ends on 6-30-23. We will start gathering contract proposals soon so if you see thing in the contract that you think should be changed. Make a note and send the information to Alice Sutherland @ [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com). Also, this fall we will be holding elections for Conference Board Delegates and alternates. Conference Board Delegates negotiate the contract. It is a HUGE time commitment If you think you might be interested in in that start thinking about it.

### **Reopening Offices**

I know many of you are wondering what is going to happen July 1<sup>st</sup> when the remote work pilots all expire. At this time, I have no answers. Currently all pilots are set to expire on June 30th unless the agency and union negotiate an extension, or the agency makes the pilot permanent. Most agencies are taking the stance that they are not willing to negotiate an extension until they see what CMS and AFSCME are going to do with the master MOU. So unfortunately, at this point I would suggest preparing to report back to the office on July 1<sup>st</sup>. As soon as I hear anything I will let you know.

### **CONTRACT NEGOTIATIONS WILL BEGIN SOON**

In the past, our local was given 4 delegates to attend contract negotiations. Classification RC 62/63 was given two delegates; RC 14 one delegate and RC 10, 14 and 42 were given one delegate to attend contract negotiations. An election will be held this fall. If there are no members seeking election from the specific RC classification, another delegate from another RC classification can be elected from another bargaining unit classification. Information will be sent out requesting your input into what you'd like in the new contract. Become involved in the process and provide your thoughts at the scheduled meeting to be held this fall. You will be notified of date/place in upcoming newsletter.

## Tips for Effective Stewards: Common Management Tactics on Grievances

The following are some typical management tactics on grievances and appropriate steward responses:

**Problem 1: Every grievance gets an automatic “no.”** Management may be used to getting away with it; don't just accept the rejection but respond with a request for specific reasons. Unless the reasons convince you that you've got a losing grievance, take it to the next step.

**Problem 2: Every grievance is met with a management stall.** As with problem 1, management may just be used to getting away with it. Your employer may have no clear policy in place on how to respond to the union. Keep plugging away and pressing for a settlement. If you don't get a response within the proper time limits, take it to the next level.

Notifying management at higher steps that lower-level management is giving an automatic “no” or stalling rather than working out a solution might also help; talk to your president or staff representative if these problems persist.

**Problem 3: Management won't settle without a horse trade.** Employers love this kind of “solution” because they know it keeps workers divided and compromises the union. Don't buy into it. Insist that each grievance is settled on its own merits. You can't sacrifice one legitimate grievance just to resolve a second one. It's not right and it's not legal.

**Problem 4: Management claims a grievance is no good because there was “an agreement” with the steward's predecessors.** This could be a bluff or there could be something to it. Ask to see the alleged agreement in writing, signed by authorized representatives. If necessary, point out to management that no agreement with a steward can change the terms of the union contract. Check with local union leadership to see if the claim is valid. If it isn't, move ahead with the grievance. (*Adapted and reprinted with permission from Steward Update Newsletter, Volume 22, No 1.*)

### RECIPE

#### Coconut Poke Cake

##### Ingredients

- 1 (18.25 ounce) package white cake mix
- 1 (14 ounce) can cream of coconut
- 1 (14 ounce) can sweetened condensed milk
- 1 (16 ounce) package frozen whipped topping, thawed
- 1 (8 ounce) package flaked coconut

##### Directions

- Prepare and bake white cake mix according to package directions. Remove cake from oven. While still hot, using a utility fork, poke holes all over the top of the cake.
- Mix cream of coconut and sweetened condensed milk together. Pour over the top of the still hot cake. Let cake cool completely then frost with the whipped topping and top with the flaked coconut. Keep cake refrigerated.

Enjoy!!!

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