

AFSCME LOCAL 448



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2022



Nominations for executive board positions will be held on November 10, 2022. The meeting will be held at the Sterling DCFS office located at 2607 S Woodlawn Rd Sterling, IL beginning at 6:30 PM. The following positions are up for nomination. President, Vice President, Treasurer, Secretary, Chapter Chair for all agencies, 3 Executive Board members at large and 1 three year Trustee. If you are nominated for a position you must accept or decline that nomination. If you are not able to be at the meeting in person your must submit your acceptance in writing to an executive board member or via email to Alice Sutherland at presidentafscmelocal448@gmail.com. All letters of acceptance must be submitted prior to the start of the nomination meeting.



Veterans Drop-In Center - Veterans 5K Run

Once again our local will be sponsoring the Veterans 5K run to support the Rockford Veterans Drop-In Center. The mission of the center is to "...provide a safe, supportive, and positive social environment where all veterans and their families, along with local veteran service organizations, can give and receive help transitioning into and continuing to adapt to post-service life."

This year's event will take place on November 5, 2022. Along with our sponsorship come 20 participant registrations. If you would like to participate in in this years run you can sign up at <https://runsignup.com/Race/IL/Rockford/Veterans5K> use the code AFSCME-2022 at check out. Participation is on a first come first serve basis so don't wait to sign up. In order to be guaranteed an event shirt you must sign up by October 17th.



Membership meetings are held at least quarterly and normally on the 1st Thursday of the month.

Food will be served (when allowed) beginning at 5:30 p.m. with the meeting beginning promptly at 6:30 p.m.

Next Membership Meeting
11-10-22

IN PERSON
Sterling DCFS Office
2607 S Woodlawn Rd
Sterling, IL



Board Meeting

Executive board meetings are held on the 1st Thursday of each month. If a membership meeting is being held that month, the Eboard will meet the Thursday before the membership meeting. Any member who wishes to address the Board regarding a particular issue may do so by submitting a request in writing to an Officer. The request must state the reason you wish to address the Board. You will be notified of your agenda time to address the board.

10-6-22

Freeport

11-9-22

Zoom



Please advise your local steward or Local President Alice Sutherland at 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 continue to receive many newsletters back each month due to incorrect addresses.

Don't forget to check out our website at
www.afscme448.org
and follow us on



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This month let's continue our look at Article I Recognition picking up where we left off with section 4 and 5.

Section 4. Union Exclusivity

The Employer shall not meet, discuss, confer, subsidize or negotiate with any other em-

ployee organization or its representatives on matters pertaining to hours, wages, and working conditions. Nor shall the Employer negotiate with employees over their hours, wages and working conditions, except as provided herein.

Section 5. Employer Neutrality

It is the policy of the Employer to support its employees' legal right to freely choose to be represented by a union. The Employer will not oppose efforts by any of its employees to be represented by a union; provided however, nothing herein shall limit the Employer's rights before the Illinois Labor Relations Board to determine the appropriateness of an employee's placement in a bargaining unit. The Employer shall not discourage employees from becoming union members or authorizing dues deductions, and shall not otherwise interfere with the relationship between employees and their exclusive representative. The Employer shall refer all inquiries about union membership to the Union, except that the Employer may communicate with employees regarding payroll processes and procedures. The Employer will establish email safeguards in an effort to prohibit the use of its email system and review safeguards for access to other systems by outside sources.

So what does this mean? For section 4 it means that the employees sole representative is the union and the employer cannot negotiate individually with employees.

For section 5 it means, basically, that the employer needs to stay out of it. They cannot give their opinion to employees as to whether or not they should join the union. I mean we won't stop them from encouraging people to join. They cannot decide which titles are included in representation. If they disagree they need to take their objections to the Labor Board to review. They also need to insure that outside entities, such as the Illinois Policy Institute, do not have access to our email to spread their propaganda.

President: Alice Sutherland – 520-4576

Vice President: Diane Ritter-263-6673

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

Jennifer Strock: DOT- 677-0842

Ryan Gladhill: DNR - 590-0049

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

Staff Representative

Chris Hooser: -815-968-0447

Workers' Rights Amendment

This fall, Illinois voters will have the opportunity to vote yes for the Workers' Rights Amendment.

WHAT IS THE WORKERS' RIGHTS AMENDMENT? It's an important step to add protection to the state Constitution that will make it much harder for current or future politicians to limit your voice on the job, weaken your union or take away your right to collective bargaining.

WHY DOES IT MATTER? With the Workers' Rights Amendment in place, politicians couldn't simply change the law to take away wages, benefits, workplace safety protections or other provisions of your union contract — the state Constitution would stand in their way.

WHAT WILL THE BALLOT QUESTION LOOK LIKE? At the top of your ballot, vote 'Yes' on this question.

Section 25. Workers' Rights

- a) Employees shall have the **fundamental right to organize and to bargain collectively through representatives of their own choosing** for the purpose of negotiating wages, hours, and working conditions, and to protect their economic welfare and safety at work. **No law shall be passed that interferes with, negates, or diminished the right of employees to organize and bargain collectively over their wages, hours and other terms and conditions of employment and workplace safety,** including any law or ordinance that prohibits the execution or application of agreements between employers and labor organizations that represent employees requiring membership in an organization as a condition of employment.

WHEN IS THE ELECTION? Early voting started September. 28. Election Day is Tuesday, November 8. Even though we have had election day as a state holiday in our contract for many years, for the first time, Election Day is an official state holiday.

WHERE CAN I LEARN MORE? The campaign supporting the amendment is Vote Yes for Workers Rights. Their website is WorkersRights.com.

I have been asked if this segment of the amendment would require employees to join a union. "...including any law or ordinance that prohibits the execution or application of agreements between employers and labor organizations that represent employees **requiring membership in an organization as a condition of employment.**"

The fact is that only Public Sector employees have a choice. We are not required to join the union. This amendment would not change that. In very other industry when you accept a position you know you if the company is union or not. If they are you must join as a condition of employment. **So please encourage everyone you know to vote YES for this amendment!!**

Recipe of the Month

Strawberry Cheesecake Salad

Ingredients

- 1 box (3.4 oz.) cheesecake or white chocolate pudding mix
- 12 oz whipped topping
- 3 (6 oz) containers strawberry yogurt 1lb
- fresh strawberries, sliced
- 3 bananas, sliced (add just before serving or they brown)
- 3 cups miniature marshmallows (optional)

Instructions

Place the whipped topping, pudding mix and yogurt into a large bowl. Whisk together. Cover and refrigerate until just before serving (at least an hour).

When you are ready to serve, slice the strawberries and bananas. Remove whipped cream/pudding mixture from refrigerator and gently fold in strawberries, bananas and marshmallows, and stir gently to combine. Serve immediately.



AFSCME LOCAL 448
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