

March Newsletter

AFSCME LOCAL 448

Phone: 520-4576

Fax: 815-284-4801

Email: AFSCMECOUNCIL31.LOCAL448@gmail.com

March 2022

President: Alice Sutherland
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

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

Membership Meeting ZOOM	Thursday 3-3-22
Executive Board Meeting	April 7, 2022
All Membership meetings will begin at 6:30 p.m.	

WHAT IS WORK TO RULE?

I have had a lot of questions lately from members that indicate they feel like they are expected to work overtime without getting paid for it. My response to that is, **ABSOLUTELY NOT!!** I understand that every agency is understaffed and is carrying a much higher caseload than they should be. I get that we all want to do a good job and truly care about the customers we serve. But by donating time we are only hurting ourselves. It shows that we can get the job done so why would our agencies hire more staff. This is where **Work to Rule** comes into play. Simply it is as easy as it sounds; you follow your agency rules and take no shortcuts. You do what is in your job description and nothing else. You do not work outside of your classification unless you are temporarily assigned to do so. You take every break and lunch hour you are contractually entitled to take.

As State employees, the number of days we are scheduled to work is 247. If you don't take your two 15-minute breaks every day and take no leave during the year you are donating 26 hours a year. That is more than 3 days. If they asked us to come to work but told you they were not going to pay you for 26 hours, there is no way you would do it. And there is no reason why you should do it. And think about it, if you skip your lunch hour that is 247 hours a year that you are donating. That is 32.93 **days!!** I don't know about you, but I am done working for free.

The same goes for after hours. Do not work overtime without being compensated for it. I know some of you feel like your job depends on it. But what you must do is put in a request, by whatever process your agency uses, to officially request overtime. If it is granted great! If not, do not work the overtime. Keep those written requests as proof you requested overtime so if management tries to say something about your work not getting done, we have the verification that you requested overtime and were denied. DO NOT take a verbal response as the answer; make management deny the request in writing. That way management can't come back and say they never told you no or that you never asked to work overtime.

Everyone must comply with the work to rule for it to work. Stand up for your contractual rights. File a grievance if you are denied overtime. With short staffing, most state positions are working overtime to complete their daily assignments.

AFSCME ANNUAL GOLF OUTING

The annual gold outing to benefit Kreider Services will be held on Saturday May 14th at Silver Ridge Gold Course. Those interested in participating should send an email to presidentafscmelocal448@gmail.com. Please include your name, cell number, personal email address, agency, work location and the names of up to 3 additional team members. Requests to participate will be numbered in the order they are received and once the membership determines how many teams we will sponsor at the March meeting we will let you know if your team has a spot.

PLEASE DO NOT SEND THE EMAIL FROM YOUR WORK EMAIL. We don't need anyone getting in trouble for inappropriate use of state email.

WORKING TOGETHER TO ADDRESS ISSUES IN IDES

I was asked to participate in a discussion with AFSCME's Research & Collective Bargaining Services Department and the US Department of Labor to talk about the challenges we've confronted in Unemployment Insurance and the Employment Service since the onslaught of the pandemic and in preceding years so that they can help to address AFSCME members' needs. There we representatives from several state on the call and it was nice to see that we are not alone in our struggles. In fact, I think Illinois has fared a little better than some through this whole disaster. The meeting which is the 1st of several took place on February 19th. Watch for more updates in the coming months.

MARCH MEMBERSHIP MEETING

The March membership meeting will be held via Zoom. The meeting link is listed below.

Topic: AFSCME Local 448 Membership Meeting

Time: Mar 3, 2022, 06:30 PM Central Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/87123052052?pwd=UThrVINRWFcwT1BaUGFIY25vUU5oZz09>

Meeting ID: 871 2305 2052

Passcode: 547906

Call in number: 1-312-626-6799 87123052052# 547906# US (Chicago)

Those members participating will be put into a drawing for a free room for our party in April!

BAD ADDRESSES

If you move, don't forget to let your steward know your new address or send an email to Alice Sutherland at presidentafscmelocal448@gmail.com. Each month we get several newsletters back because members have moved and we don't have an updated address. Member's if you know of someone who has moved, make sure to reach out to them and let them know they need to update their address with us and their agency as well. We want everyone to stay informed.

*****UPDATE MEMBER APPRECIATION EXTRAVANGANZA*****

The date is set!!! **April 23, 2022**, we will be hosting our Member Appreciation Party at the Hoffman House in Rockford!!! Don't forget to book your room!!!

We have a block of rooms set aside at the Holiday Inn which is connected to the banquet facility. Room rates are \$100.00 Per night plus tax. You can book your room now by calling the hotel directly at 815.398.2200. You will need to mention that you are a part of the AFSCME Local 448 block and provide the group code: AFS.

The room giveaway will start at the March membership meeting. Members attending the meeting will be entered into a drawing for a free room for the night of our party. You must attend the party to receive the prize. There will be weekly drawings from the Rsvp's received as well. The faster you RSVP, the more chances you will have to win! The RSVP to be received will automatically win a room so watch for your invitations in the mail!!

LEMON BARS WITH SHORTBREAD CRUST

Shortbread Crust

- 1 cup unsalted butter, melted
- 1/2 cup granulated sugar
- 2 teaspoons pure vanilla extract
- 1/2 teaspoon salt
- 2 cups plus 2 Tablespoons of all-purpose flour (spoon and leveled)

Lemon Filling

- 2 cups granulated sugar
- 6 Tablespoons all-purpose flour
- 6 large eggs
- 1 cups lemon juice
- Optional: confectioners' sugar for dusting

Instructions:

- Preheat the oven to 325 degrees. Line the bottom and the sides of a 9x13 baking pan with parchment paper, leaving an overhand on the sides to lift the finished bars out. Set aside
- Make the crust: Mix the melted butter, sugar, vanilla extract, and salt together in a medium bowl. Add the flour and stir to completely combine. The dough will be thick. Press firmly into prepared pan, making sure the layer of crust is nice and even. Bake for 20-22 minutes or until the edges are lightly browned. Remove from the oven. Using a fork, poke holes all over the top of the warm crust but not all the way through the crust.

RECIPE CONTINUED

- Make the filling: Sift the sugar and flour together in a large bowl. Whisk in the eggs, then the lemon juice until completely combined.
- Pour filling over warm crust. Bake the bars for 22-26 minutes or until the center is relatively set and no longer jiggles. (Give the pan a light tap with an oven mitt to test). Remove bars from the oven and cool completely at room temperature. Cool them for about 2 hours at room temperature, then stick in the refrigerator for 102 more hours until pretty chilled.
- Once cool, lift the parchment paper out of the pan using the overhang on the sides. Dust with confectioner's sugar and cut into squares before serving. Cover and store leftover lemon bars in the refrigerator for up to one week.

**AFSCME LOCAL 448
1302 Institute Blvd.
Dixon, IL 61021**

