

AFSCME LOCAL 448



Newsletter

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2024

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Vice President: Robin Aebly 815-908-9664
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Treasurer: Laurie Scudder 815-987-7509

Chapter Chairs

Tanya Burns: DCFS 815-987-7542
Jeff Bergstrom: DHS 815-901-2969
Ryan Gladhill: DNR 815-590-0049
Jennifer Strock: DOT 815-677-0842
Diane Ritter: Lottery 630-234-1162
Troy Morse: IGB 815-976-2585
Marie Reck: Revenue 815-209-5405

Members at Large

Aaron Sockwell: DHS 815-670-5283
Tom Soresie: DCFS 815-973-2857
Greg Duffy: DCFS 815-994-0502

Trustees

Kristina Steele DCFS 779-772-1364
Dawn Chavez: IDES 815-441-9467
Emilie Hanson IDES 715-379-4806

People Chair

Laurie Scudder: Revenue 815-987-7509

Staff Representative

Kyle Spencer 815-968-0447



Join the Fun!!

Once again this year we are sponsoring a table at this event.

If you would like to attend please let Alice Sutherland know ASAP.

Tickets will be we given to members on a first come first served basis.

There is a limit of two tickets per member.

This years event is being held on Saturday 2-24-24 at the Dixon Elks Lodge 1279 Franklin Grove Rd in Dixon.

DHS Members Still Struggling

Even though the new contract has been ratified AND signed, and has been in effect since July 1, 2023, DHS management still refuses to honor some terms of the new contract. From day one DHS management has refused to honor the new overtime language that allows employees and not management to determine if they want to earn comp time instead of cash for overtime hours worked. Statewide there were hundreds of grievances filed related to this and we have finally won on that front and members at DHS field offices are now able to request comp time instead of payment for overtime hours worked.

While that it a huge victory we are now battling this language on another front. Last week staff were told that they could request that comp time issued for overtime but they are now being told they can only use the comp time for inclement weather or if they run out of sick leave it can only be used for that.

THIS IS NOT TRUE!!! Comp time is just like any other benefit time and can be requested for what ever you want to use it for.

We are currently working to resolve this issue. But in the meantime, earn your comp time. Request it for whatever you want. If it is denied contact your steward immediately and we will file a grievance.

Help Is Just A

Call Away!

We wanted to take a moment to remind

you that if you are experiencing excessive stress, depression or anxiety, help is available through the AFSCME Personal Support Program. It's now even easier to access the help you need as PSP services are available via Telehealth.

You can call 1-800-647-8776 for assistance.





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

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

Next Membership Meeting 3-7-24

IN PERSON
Fatty's Pub & Grille 1312 West Lincoln Hwy. DeKalb, 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.

2-1-24

Zoom

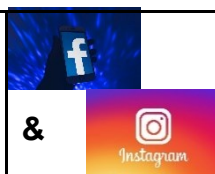
2-29-24

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



Each year based on the AFSCME International Constitution there is an increase in dues. This year the increase is \$2.40. per month. For the past several years we have requested that our members dues not be raised and that request has been granted. In fact our monthly dues has not gone up since January 1, 2021.

When the annual dues increase is not passed on to members, that does not mean we don't have to pay it. It just means that the local receives less money back on a monthly basis. The money we get back each month from member dues goes to fund things like contract negotiations, filing grievances, and arbitration fees.

Did you know that if we take a grievance to arbitration and lose, we have to pay one-half of the arbitration fee which could be as much as \$8,000.00. Currently we have 4 grievances at arbitration waiting to be scheduled.

It also funds our member events such as the food supplied at meetings and our holiday gatherings, which everyone loves.

This year we did not request the increase waiver so monthly dues will increase for all members beginning January 1, 2024 by \$2.40. per month.

Remember we got great contract and with that contract came a 4.5% increase effective 7-1-23 and another 2.5% increase effective 1-1-24.



So now that the contract is ratified lets take a look at some of the changes that were made. So let's start at the beginning. The text in **red** is the new language in each section.

Article V Grievance Procedure
Section 2. Grievance Steps.

Agency level grievance meetings shall be convened monthly at a time and place of mutual agreement. **Grievance meetings may be conducted virtually by mutual agreement.**

So what does that mean? Just what it says. If both parties agree grievance meetings can be held over the phone, by WebEx or Zoom.



Don't miss your chance to win a \$25.00 gift card by submitting the correct answer to

presidentafscmelocal448@gmail.com

Winners will be selected by random drawing from all correct answers received by 2-15-24.

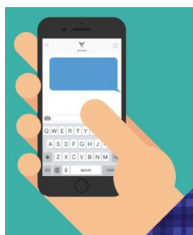
Why was Martin Luther King Jr. in Memphis when he was assassinated?



to our December winner Kathy Barnes. Kathy knew that Elissa McBride is the AFSCME International Secretary - Treasurer.



OR



Want to stay up to date via email or text?? If so, make sure we have your home email address and personal cell phone number. Currently we only have this information for about one half of our members.

You can send your information to Alice Sutherland at presidentafscmelocal448@gmail.com and we will get you added to the email and text list.

Just so you are aware, even if you request to receive your newsletter via email you will still also receive it in the mail.

This is because for meeting notices, nomination meeting or election meeting, we are required to notify all members in writing to their last known address at least 15 days before those events.

Section 2. Grievance Steps

Step 4: Regular Arbitration

C) The expenses and fees of the arbitrator shall be paid by the losing party. In cases of split decisions, the arbitrator shall determine what portion each party shall be billed for expenses and fees. **If the Union prevails, the arbitrator shall retain jurisdiction with respect to remedy until the Employer can show that the payment of remedies granted in the award have been made, unless the parties mutually agree otherwise. The Employer shall have a designated representative assigned to the specific matter to ensure the process has been initiated to implement all monetary remedies no later than 45 days after the date of the arbitration award provided the Employer is not considering filing an appeal.**

So what does this mean? This was a really big gain for us! It means that the arbitrator will basically oversee the grievance until the resolution has been implemented. It is really sad, but even when we win many times we would have to file a grievance to get the employer to comply with the resolution.

Section 3: Time Limits

It is understood by the parties that the time limits for filing a grievance on a timely basis for disciplinary action shall begin on the date the employee receives the **documentation of the official transaction specific to the discipline.CMS-2.**

So what does this mean? In the past many times management would say something like, you are going to get a 3 day suspension. And the employee would not get official notification of that for a while so they didn't know when the suspension was supposed to start. When they got the paperwork and wanted to file a grievance management would try to say they were late because they told them on x date that they were getting suspended. This language clarifies when the clock starts ticking.

Section 4: Special Grievances/Memorandum of Understanding

Grievances concerning discharge, suspensions pending judicial verdict, demotions, geographical transfers, reclassifications, layoffs, schedule changes pursuant to Article XII, Section 19, **educational leave denials**, and the salary grade placement for new classifications pursuant to Article XXVI, Section 8 shall be processed in accordance with the Memorandum of Understanding.

So what does this mean? Now if someone is denied an educational leave the grievance can be expedited. In the past it had to go through the normal grievance process and many times by the time the grievance was heard if we won it was too late for the person to start school and a whole semester would be lost.

Strawberry Cheesecake Bites

Ingredients

15.25 ounces strawberry cake mix
8 ounces cream cheese, softened
12 ounces pink candy wafer melts
4 ounces white almond bark, optional drizzle



Instructions

1. Before adding the cake mix, it is important to heat treat the dry cake mix. Pour the dry cake mix into a medium-sized heat-safe bowl. Microwave the cake mix in two 30-second intervals, stirring after each interval. Allow the cake mix to cool completely before mixing it into the cream cheese.
2. Using a medium-sized mixing bowl and a handheld mixer on medium-high speed, beat the cream cheese for 2 to 2½ minutes until completely smooth.
3. Sprinkle the dry cake mix over the top of the cream cheese. Continue mixing until the dry cake mix is completely incorporated, and no pockets of the dry mix remain.
4. Tightly cover the cream cheese mixture and chill in the refrigerator for 2 hours.
5. Line a baking sheet with parchment paper. Set it aside.
6. Using a 1 tablespoon cookie scoop, scoop the cheesecake dough. Roll into a ball and set the cheesecake bites onto the prepared baking sheet. Repeat the steps.
7. Using a heat-safe medium-sized mixing bowl, heat the candy wafer melts in 30-second intervals, stirring after each interval, until completely melted.
8. Roll the cheesecake bites in the melted candy wafers. Place the coated cheesecake bites on a fork and gently tap any excess coating off. You can also use a spoon to pour the coating over any bare spots on the cheesecake bites. Use a toothpick to remove excess melted wafer from the bottom of the fork and then to gently push the ball onto the prepared baking sheet.
9. Return the coated cheesecake bites to the prepared baking sheet.
10. Using a small heat safe mixing bowl, microwave the white almond bark in 30-second intervals, stirring well after each interval.
11. Using a spoon or small dipper, drizzle thin ribbons of the melted almond bark over the coated cheesecake bites.
12. Once all the cheesecake bites are completely coated and drizzled, return them to the refrigerator until ready to serve.

Notes

- Make sure the cream cheese is at room temperature to avoid lumps in the cream cheese filling.
- It's very important to make sure the cake mix is fully mixed with the cream cheese.
- You can allow the uncoated cheesecake bites to sit overnight in the refrigerator before the next step. The cake mix will expand, and the coating may crack if you coat the bites too soon.
- Use a toothpick to remove the excess melted wafer from the bottom of the fork and then to gently push the ball onto the prepared baking sheet.
- Place the melted almond bark in a sandwich bag and snip the corner to drizzle the almond bark if you want more control of the drizzle.

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