

AFSCME LOCAL 448



Newsletter

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2022



Arbitrations have been few and far between in recent times due to the fact that CMS still has not hired an adequate number of lawyers to meet the needs. We were lucky enough to have one of our grievances make it to arbitration and we won!! The grievance was out of the Rockford Lottery office and related to vendors doing bargaining unit work which resulted in our staff losing out on overtime. The arbitrator ruled in our favor which resulted in three Rockford Lottery office staff each receiving 15 hours of comp time for the lost overtime!!

Another huge arbitration win was for IDES. This grievance was filed as a statewide grievance by local 2615 and again, was related to vendors doing bargaining unit work. As we all know the pandemic hit agency hard and IDES was no exception. The agency was totally unprepared for the millions of claims that would be filed and, just like every other agency, is terribly understaffed. (For some perspective, when I started with IDES on 2-16-87 we had roughly 5,000 employees. As of our last Labor Management meeting the agency was "hoping" to get our head count up to 1,350 in the near future.) The CARES ACT and subsequent ARPA (American Rescue Plan Act) allowed some of our work to be done by "non-merit" staff. Meaning they could hire temporary workers to assist in some functions. Well, we all know how that goes. These workers should have been gone when the programs ended on 9-5-21, however, the agency continued to renew their contracts to the point that they have informed Council 31 they intend to use Article XXIX of the contract to permanently outsource our Claimant Service Centers. Well, thanks to Arbitrator Benn that won't be happening! He has ordered that the vendors be gone by April 30, 2023. He also ordered the agency to post and fill the numerous vacant positions by then.

Salaries Employment Health Grievance Protection Law
Representative Employees COLLECTIVE BARGAINING
Process Negotiation & Contract
Working Hours Terms Rules
Employer Union Wages Group
Overtime Safety Establish Cost
Limits Work Fair Salary
Regulate Contract
Healthcare
Issues

Know Your Contract

This month lets take a look at Article XXIX since at least one agency is trying to use it to outsource bargaining unit work.

ARTICLE XXIX Sub-Contracting

Section 1. Policy

A. RC-6, 9, 10, 14, 28, 42, 62 and 63.

It is the policy of the Employer to make every reasonable effort to utilize its employees to perform work they are qualified to do, and to that end, the Employer will avoid, insofar as is practicable, the subcontracting of work performed by employees in the bargaining unit. However, the Employer reserves the right to contract out any work it deems necessary or desirable because of greater efficiency, economy, or other related factors. The Employer may not use individual personal service contracts deemed illegal by the Civil Service Commission.

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Membership meetings are held at least quarterly and always 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
1-5-23

IN PERSON
212 S. 1st St
Rockford
2nd floor



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.

Zoom

TBD



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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.Section 2. Application

The Employer agrees that upon formal consideration to sub-contract any work performed by bargaining unit employees, it shall:

a) Provide reasonable advance notice, which shall not be less than forty-five (45) days, except in emergency situations, prior to the issuance of a request for services, in writing, to the Union. Such notices shall not be required for renewal of sub-contracts, if the Union has been notified of a previous contract for such work, unless there is a substantial modification to the scope of work or cost in the renewal of the sub-contract.

b) Meet with the Union prior to making a decision to contract for the purpose of discussing the reasons for its proposal. During this discussion, the Union will be provided all reasonably available and substantially pertinent information in conformance with all applicable laws and be granted reasonable requested opportunities to meet with the Agency for the purpose of reviewing the Employer's contemplated action and proposing alternatives to the contemplated sub-contract. In the event the Union does not seek to schedule a meeting or does not respond within thirty (30) days, the Employer's obligations under this paragraph shall be considered met.

c) The Employer shall provide a cost comparison of the expenses the Employer projects it will incur over the term of the contract if the Employer continued to perform such services using bargaining unit employees compared to the expenses the Employer projects if a third party performed such services. Such comparison shall include cost projections for 3 years, or the length of the contract, whichever is less.

d) If the Employer decides to enter into the sub-contract, it will inform the Union of its decision. Such notification is not necessary for renewal of contracts, if the Union has been notified of a previous contract for such work, unless there is a substantial modification to the scope of work or cost in the renewal of the subcontract.

e) When contemplated sub-contracting of bargaining unit work would subject an employee to layoff, the Employer shall provide the opportunity to the affected employees to fill existing equal rated permanent vacancies at the work location, other work locations of the agency, or other agencies, in that order. If the above placement in the employee's agency cannot be accomplished without training, the Agency will provide an opportunity for in-service training to employees who possess the qualifications and ability for the vacancies except for that which they might lack and might be provided by in-service training. Such training shall be consistent with the agency's budget, program goals, statutory directives and related factors. The parties agree to meet prior to the sub-contracting for the purpose of attempting to reach agreement over any necessary changes in the Filling of Vacancies procedure of the Agreement in an effort to help facilitate this provision.

President: Alice Sutherland – 520-4576
Vice President: Robin Aebly: IDES-908-9664
Secretary: Tina Wren-590-9350
Treasurer: Laurie Scudder-987-7509

Chapter Chairs

Tanya Burns: DCFS-987-7542
 Donna Wellman: DHS-990-7806
 Ryan Gladhill: DNR –590-0049
 Jennifer Strock: DOT- 677-0842
 Troy Morse: IGB 976-2585
 Marie Reck: Revenue- 209-5405

Members at Large

Aaron Sockwell: DHS-670-5283
 Jeff Bergstrom: DHS 901-2969
 Tom Soresie: DCFS-973-2857

Trustees

Dawn Chavez: IDES-441-9467
 Greg Duffy: DCFS-994-0502
 Tina Alber: DNR –535-6053

People Chair

Laurie Scudder: Revenue-987-7509

Staff Representative

Chris Hooser: -815-968-0447

Section 3. Successors

Prior to the sub-contracting of work, the Employer will make a reasonable effort with the contractor to insure that employees subject to layoff because of sub-contracting secure employment with the contractor. The Employer, the Union, and the proposed sub-contractor shall meet to discuss the employment of employees subject to layoff.

So what does this mean??

Basically it means that the employer, in some situations, can hire subcontractors to do bargaining unit work, they cannot just do it without providing specific information to the union and they must negotiate with the union the impact. And we, the union, can and will make them just through all sorts of hoops before we ever agree to this. We all know that out sourcing is a disaster. Just look at what happened at DHS a few years ago when they outsourced a majority of their work to Maximus!

On the Hiring Front

Earlier this fall the Pritzker Administration announced a new initiative to increase hiring in critical agencies, which was to include streamlined hiring procedures. This effort was aided by the fact

that a US appeals court has now ruled that federal oversight per the Shakman decision, with all of its related requirements, is no longer needed for state government. YAY!!!!

Unfortunately, progress on the hiring front continues to be very slow, and employees in many agencies continue to suffer the consequences of understaffing.

No doubt a good portion of the blame for this situation can be laid at the door of the COVID pandemic and the drastic reshaping of employment patterns that it precipitated. But there's also no doubt that the state's own hiring and promotion procedures bear a good share of the blame.

While some agencies, most notably IDHS, have made a significant effort to revamp their own recruitment and hiring protocols, CMS has been much slower to respond—and our union continues to hear complaints from management in a number of agencies that their requests to hire still all too frequently languish at CMS for months.

Without adequate staff, the default in several agencies is mandatory overtime—with employees too often working punishing schedules that lead to exhaustion and burnout. There's a reason that organized labor fought hard over many generations to secure the 40-hour work week: Longer work hours can be detrimental to employees' physical, psychological and social well-being. We're determined to ensure that the state of Illinois does better by its own employees.



Time to Test Your Union Knowledge

The first one to email the correct answer to [**presidentafscmelocal448@gmail.com**](mailto:presidentafscmelocal448@gmail.com) will win a gift card!

What does the acronym **PEOPLE** stand for?

Watch next months newsletter for the answer and to see who the winner is!

Lemon Raspberry Magic Bars

Description

These Lemon Raspberry Magic Bars start with a buttery shortbread crust and are layered with lemon zest, macadamia nuts, white chocolate, shredded coconut and raspberry jam. A modern twist on a classic seven-layer bar.

Ingredients

1 Box (10oz) shortbread cookies
½ cup unsalted butter, melted
1 can (14oz) sweetened condensed milk
1 large lemon, zested
¾ cup macadamia nuts, chopped
1 cup shredded sweetened coconut
1 cup white chocolate chips

For the topping

1 jar (13 oz or 1 cup) raspberry jam
2 tablespoons heavy whipping cream
¼ cup white chocolate chips
1 large lemon, zested



Instructions

- 1 Preheat the oven to 350°. Line a 9”by13” pan with parchment paper
- 2 Grind the package of shortbread cookies into a fine crumb using a food processor or blender.
- 3 In a small bowl, melt the butter in the microwave for 30 to 45 seconds. Pour the melted butter over the cookie crumbs and stir until the crumbs are well coated. Press the mixture into the bottom of the pan.
- 4 Pour the can of sweetened condensed milk over cookie crumbs; use the back of a spatula to spread if necessary. Then zest the lemon over top.
- 5 Next, pour the chopped macadamia nuts, shredded coconut and white chocolate chips over top of the sweetened condensed milk to cover evenly.
- 6 Bake the bars at 350° for 22-25 minutes. Remove the bars from oven and allow to cool for at least 30 minutes. Then place the bars in the refrigerator for at least an hour to allow the bars to harden. Remove when ready to serve.
- 7 One cooled, gently spread the raspberry jam on top of your bars
- 8 In a microwave-safe bowl, microwave the heavy whipping cream for 20-30 seconds until bubbling.
- 9 Remove the hot cream from the microwave and pour in the chocolate chips. Allow to sit for 1 minute, then stir until smooth. The ganache should be thick enough to pipe but thin enough to slowly run off the spoon. Use a spoon or piping bag to drizzle ganache on top of the bars and top with additional lemon zest. Slice before the ganache sets. I suggest keeping the bars refrigerated so the crust stays firm.

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