

# AFSCME LOCAL 448

# November



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2022



## Tuesday November 8, 2022 is election day.

Exercising our right to vote is one of the most powerful things we can do as citizens of the United States of America. Many have fought long and hard, and many have died, to insure that all citizens have this right. It is crazy to think that it wasn't until 1920 the women had the right to vote nation wide. It is even crazier that, although history shows the 15th Amendment to the Constitution in 1870, did give African Americans the right to vote, it was not until **1966** that all barriers were removed allowing them to vote freely. It really boggles my mind that I was two years old when that happened! The political climate in our country is really scary right now and as State employees our very livelihood could be at stake. It is vital that we pass the Workers Rights amendment. If we don't, some day we could end up like Wisconsin. And if Darren Bailey is elected Governor, that day could be sooner than we think. Don't forget, in his current position he has already tried to abolish our pension **THREE** times.

Let me tell you a little story about what can happen if we don't fight back hard enough. My mother worked for a school district for in Wisconsin for **FORTY YEARS**. She was a member of the union, and a steward as well. After Act 10 was passed and they lost all rights to bargain over the important things like, wages, and benefits, their pensions were stripped and she was left with a pension of \$376.00 per month. That's right **FOURTY YEARS** earned her \$376.00 a month. I don't know about you, but I could live on that. Could you?

Please, Please, Please, exercise your right to vote and vote YES for the Workers Right Amendment and ask your friends and family to as well. For more information your can go to [WorkersRights.com](http://WorkersRights.com).



## Reminder

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.** 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 you must submit your acceptance in writing to an executive board member or via email to Alice Sutherland at [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com). All letters of acceptance must be submitted prior to the start of the nomination meeting.



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**  
**11-10-22**

**IN PERSON**  
Sterling DCFS office located at 2607 S Woodlawn Rd Sterling, IL



**Board Meeting**

Executive board meetings are held on the 1<sup>st</sup> 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.

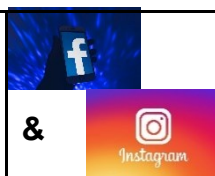
**12-9-22**      **Zoom**

**1-6-23**      **TBD**



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 continue to receive many newsletters back each month due to incorrect addresses.

Don't forget to check out our website at [www.afscme448.org](http://www.afscme448.org) and follow us on



There has been no update yet to the master MOU between AFSCME Council 31 and CMS regarding the master remote work MOU. Most agencies are waiting to see what happens before with that before they make any decisions.



Contract bargaining will ramp up in the next couple of months.

Alice Sutherland, Laurie Scudder and Greg Duffy attend negotiations training at NIU in late September. We received suggestions for contract proposals from many of you. Those suggestions were compiled and reviewed by the executive board on October 6th. All proposals statewide were to be submitted to Council 31 by October 14th. They re now being reviewed and organized by article. The statewide bargaining committee will meet on November 16, 2022 to review all proposals submitted and decide which ones we will present to management. We will meet on December 8th to exchange proposals with the state. That is the final step before we begin to bargain in earnest. It is going to be a busy couple of months not only for Alice, Laurie and Greg but for all of us. In order for our negotiations to be successful we will need everyone's help. You all may be called on to show your support for the negotiating team by wearing buttons or our local shirts. If for some reason you have not received our newest local shirt send an email to Alice Sutherland at [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com). Let her know your size, if you want white, grey or black and which logo you want, Rosie or the Fist.

**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  
 Donna Wellman: DHS-990-7806  
 Ryan Gladhill: DNR 590-00049  
 Jennifer Strock: DOT- 677-0842  
 Troy Morse: IGB 973-2585  
 Marie Reck: Revenue-209-5405

#### **Members at Large**

Robin Aebly: DCFS-908-9664  
 Aaron Sockwell: DHS-670-5283  
 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



**This month let's take a look at management right. Yes they do have some. This article can be found starting on page 4 of the current contract**

## **ARTICLE II Management Rights**

### **Section 1. Rights Residing in Management**

Except as amended, changed or modified by this Agreement, the Employer retains the exclusive right to manage its operations, determine its policies, budget and operations, the manner of exercise of its statutory functions and the direction of its working forces, including, but not limited to: The right to hire, promote, demote, transfer, evaluate, allocate and assign employees; to discipline, suspend and discharge for just cause; to relieve employees from duty because of lack of work or other legitimate reasons; to determine the size and composition of the work force, to make and enforce reasonable rules of conduct and regula-

tions; to determine the departments, divisions and sections and work to be performed therein; to determine the number of hours of work and shifts per workweek; to establish and change work schedules and assignments; to introduce new methods of operation; to eliminate, contract, and relocate or transfer work and maintain efficiency.

### **Section 2. Statutory Obligations**

Nothing in this Agreement shall be construed to modify, eliminate or detract from the statutory responsibilities and obligations of the Employer except that the exercise of its rights in the furtherance of such statutory obligations shall not be in conflict with the provisions of this Agreement.

#### **So what does that mean?**

For section 1 it means that basically, management has the right to manage. How we do our jobs, what rules we have to follow, what tools we use to do those jobs, They have the right to decide. They also have the right to hold us accountable and take action if we are not.

For section 2 it means that regardless of what this contract holds and the agreements we have made, they still have to follow all the laws that govern our work but in doing so they cannot violate portions of our contract. For example many of us have laws that govern how we do our jobs. How we determine who is eligible for DHS or Unemployment benefits. Or the decisions we make when regarding safety of a child. But in following these statutory regulations they cannot for example violate the on call or call back sections of the contract.



### **Illinois Labor History Society UNION HALL OF HONOR 2022**

Will be held Friday, December 2, 2022, 5 pm cash bar, program begins at 6 pm. The location will be at the Operating Engineers Local 399 Union Hall, 2260 S. Grove St., Chicago, IL 60616

This year the Inductees are Karen Lewis, William "Bill" Pelz, John Penn, and Ronald Peters with keynote address by Randi Weingarten, American Federation of Teachers. We have 6 seats available if anyone would like to attend this event please let Alice Sutherland know as soon as possible. Seats will be on a first come first serve basis. This is tru-



## Apple Crisp Bites

*A little bite of heaven! Crispy baked oatmeal cookie crust on the outside, soft apple pie on the inside! You'll be enjoying this awesome dessert in about 30 minutes.*

### Equipment

Mini Muffin Tin

### Ingredients

#### Oatmeal Cookie crust

1 cup all-purpose flour  
1 cup rolled oats  
3/4 cups brown sugar  
12 Tablespoons butter

#### for the homemade Apple Filling Option

2 Tablespoons butter  
3-4 medium apples  
1/3 cup brown sugar  
3 Tablespoons water  
1 teaspoon cinnamon  
1/8 teaspoon nutmeg  
1 Tablespoon + 1 teaspoon cornstarch  
2 Tablespoons water

#### for the canned apple filling option

1 can apple pie filling  
Caramel topping

### Instructions

Preheat oven to 350 degrees F. Grease 24-cup mini-muffin tin.

In a medium size pan, melt butter, add apples, spices, brown sugar and 3 Tablespoons water. Cook over medium-high heat, for 4-6 minutes or until apples very slightly softened.

In a small dish combine cornstarch and 2 Tablespoons water. Add to pan while stirring and continue to cook until apples are tender, and filling is thickened, about 4-5 minutes. Cool.

Combine flour, oats and brown sugar in a large bowl. Cut the butter into the flour mixture with a pastry cutter until the mixture looks like coarse crumbs.

Place a heaping tablespoon of the crust mixture into a mini muffin cup. Press along the bottom and sides to make a "cup". There will be crust mixture left over.

Place about 1 tablespoon of apple filling in the crust. Sprinkle about 1 teaspoon of the remaining crust mixture on the filling.

Bake in the preheated oven until golden brown, 15 to 20 minutes. Cool in the pan for 10 minutes. Use a knife to loosen from pan and they should pop right out.

Drizzle with caramel topping if desired

**AFSCME LOCAL 448**

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