

July Newsletter

AFSCME LOCAL 448

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July 2021

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Secretary: Taquisha Santos-Teague
 973-2857
Treasurer: Laurie Scudder-987-7509

Chapter Chairs

Tanya Burns: DCFS-987-7542
 Marie Reck: Revenue-209-5405
 Jennifer Lavoisier: Lottery 773-330-0566

Members at Large

Aaron Sockwell: DHS-670-5283
 Robin Aebly: DCFS-908-9664
 Tom Soresie: DCFS-973-2857

Trustees

Tina Wren: DCFS-590-9350
 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

Executive Board Mtg	August 5, 2021
Membership Meeting To be announced	September 2021
All Membership meetings will begin at 6:30 p.m.	

3.95% Pay Raise is Finally Here

Just a reminder that July 1, 2021 will bring the first of our two 3.95% pay increases. The second will be effective July 1, 2022 and will be the last increase of this contract. Along with this pay increase we will see an increase in insurance premiums and some new co-pays that we did not have before. None of us likes to see our insurance premiums or co-pays go up but we are extremely fortunate in the fact that these are essentially the first insurance changes we have had, other than changes due to increases salary tiers, since our previous contract expired in 2015.



A big shout out and thank you to our brothers and sisters from **EPA, IEMA**, and the **State Fire Marshal's** office who have been dealing with the Chemtool fire. Our members are always there to do what needs to be done to keep us safe. We appreciate all you do on behalf of the people of Illinois!!

TEST YOUR KNOWLEDGE

The Reluctant Grievant True or False?

It is an unfair labor practice to threaten or retaliate against a worker for filing a grievance.

To reassure the grievant, the entire unit can sign a grievance.

If the member is hesitant, the local should skip filing the grievance and determine another way to solve the problem.

If the worker doesn't want to sign a grievance, the union cannot file it.

Answers are on the last page.



As the state begins to re-open, we are happy to announce that we will be having a series of events for our members to get out and about and see each other again. These Spring Forward Together events will take place in **Rockford, Freeport, Dixon, and DeKalb**. The times and locations are listed below. All events will be held from **5 PM to 8 PM on the days listed for each location**. Come to one or come to all!! We will be providing food and non-alcoholic beverages through out each event. Each member will also receive 2 drink tickets which can be used for Alcoholic beverages. Once you have used your "drink" tickets though it will be cash bar for you.

RSVPs would be awesome, so we know how to plan. But you can still attend if you do not. Special bonus, **if you RSVP** and have not picked up your new member t-shirt yet we will make sure it is there for you that night!!!

To RSVP send an email to presidentafscmelocal448@gmail.com.

Tuesday July 13th Olympic Tavern 2327 N Main St. Rockford
Thursday July 15th Fatty's 1312 West Lincoln Highway Dekalb
Wednesday July 21st Stone Eagle Rockford 6445 E. State St. Rockford,
Thursday July 22nd Palmyra 628 Palmyra Rd Dixon
Wednesday July 28th Cimino's Little Italy 421 Challenge St, Freeport

FREE BACHELOR'S DEGREE NOW A PERMANENT BENEFIT

In 2016, AFSCME International launched AFSCME Free College to provide a free, online associate degree through Eastern Gateway Community College (EGCC). More recently, the International added a low-cost bachelor's degree in partnership with Central State University (CSU) **that is now offered completely for free-permanently.**

New and returning students who enroll through AFSCME in the current Bachelor's Degree Completion programs are eligible for a last-dollar scholarship, allowing them to complete their degree (through graduation) with no out-of-pocket costs for tuition, fees, or e-books. Not only are members eligible, but so are their families: children (or step-children), grandchildren (or step-grandchildren), spouses, domestic partners, financial dependents, siblings, and parents.

Students must already have 60 credits or an associate's degree, with a GPA of at least 2.2 to apply. Students who do not meet the minimum credit or GPA requirement will be advised to first complete their associate's degree through AFSCME Free College Program at EGCC and then transfer to CSU. Please see information at <https://freecollege.afscme.org>.

NO BAKE SUMMER BERRY ICEBOX CAKE

Ingredients

- 19 oz graham crackers
- 8 oz cream cheese, softened
- 2 (3-4 oz) packages vanilla instant pudding
- 2 1/2 cups cold milk
- 12 oz Cool whip
- 3 cups fresh strawberries, sliced
- 1 1/2 cups fresh blueberries
- 2 oz white chocolate chips

Instructions

1. Beat cream cheese and dry pudding mixes in large bowl with mixer until blended
2. Gradually beat in milk
3. Gently stir in Cool Whip reserving 1/2 cup
4. Spread a thin layer of cool whip in a 9x13 pan just to coat the bottom
5. Layer 5 graham crackers across the center of the pan, then 2 more, breaking them as need to fit around the top and bottom edges
6. Spread a layer of pudding mixture over grahams and top with a layer of blueberries and sliced strawberries
7. Replace graham crackers on top of berries, then pudding mixture, then layer of berries again
8. Repeat the graham-pudding-berries layers 1 more time (3 times in total) and you should reach the top of the pan
9. Refrigerate for at least 4 hours or overnight until the graham crackers have softened completely
10. When ready to serve, melt white chocolate chips in a bowl as directed on package and drizzle over dessert.
11. You can use a spoon to drizzle it over the tops of the berries or you can put in into a small zip-top bag and snip the corner for an easy "piping bag".

ENJOY!!

JUNETEENTH DAY IS STATE AND FEDERAL HOLIDAY

Juneteenth is a holiday commemorating the end of slavery in the United States. It is also called Emancipation Day or Juneteenth Independence Day. Governor Pritzker signed the bill commemorating Juneteenth as a state holiday on June 16, 2021. At a bill signing ceremony on June 16, Governor Pritzker signed the bill in front of a signed copy of President Abraham Lincoln's Emancipation Proclamation.

Spurred on by the advocates and the Congressional Black Caucus, on June 15, 2021, the Senate unanimously passed the Juneteenth National Independence Act, establishing Juneteenth as a federal holiday; it subsequently passed through the House of Representatives by a 415-14 vote on June 16, 2021. President Joseph Biden signed a bill that makes Juneteenth a federal holiday.

ANSWER'S TO "THE RELUCTANT GRIEVANT

True: This is an illegal unfair labor practice, and the union will vigorously defend our members' right to file a grievance lest the entire grievance procedure be undermined.

True: It is possible to turn the grievance into a "group" grievance and at the same time reassure the grievant that s\he will not stand out as a (good!) "troublemaker."

False: It is always possible that some other approach or even a mobilizing action can solve the problem and help build the union. But the local union is also responsible for ensuring that the contract is not violated. That may mean filing a grievance even if the grievant objects, especially if failure to file the grievance could potentially hurt other employees in the future or could potentially affect interpretation of the contract if there is contract dispute later.

False: Employers sometimes try to convince potential grievants that the union cannot file a grievance without their signature. But the union "owns" the grievance and if it determines that a grievance needs to be filed, the union can file without the employee's signature.

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