

# AFSCME LOCAL 448



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2024

President: Alice Sutherland 815-520-4576  
Vice President: Robin Aebly 815-908-9664  
Secretary: Tina Wren 815-590-9350  
Treasurer: Laurie Scudder 815-987-7509

#### Chapter Chairs

Tanya Burns: DCFS 815-987-7542  
Jeff Bergstrom: DHS 815-901-2969  
Justin Gaudreau DNR 469-531-5183  
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

Cody Dornes 815-564-8526

## NOMINATIONS

Nominations for executive board positions will be held on November 7, 2024. **The meeting will be held at Palmyra Pub & Eatery 628 Palmyra Road, Dixon, IL food will be available from 5:30 PM until the meeting begins at 6:30 PM.**

The positions of President, Vice President, Secretary, Treasurer, 3 Member at Large positions, 1 Trustee position, and all Chapter Chair positions, are up for nomination. 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.

## Contract Books Have Arrived!!!

The contract books have been delivered and the Executive Board is work on getting them out to everyone. Until then CMS has the new contract, including the pay tables, posted on their website. You can use the link below too access it. <https://cms.illinois.gov/content/dam/soi/en/web/cms/personnel/employeeresources/documents/AFSCME%20Master%20Contract%202023-2027.pdf>

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.**





ARTICLE XII Hours of Work and Overtime

Section 6. General Provisions RC-10, RC-62 and RC-63 (the same language applies to all bargaining units)

- d) Overtime Payment”
  - (i) Employees who are authorized and do work in excess of their normal work week in any one scheduled period as defined in sub-section (a), shall receive overtime credit for such hours. Procedures for the authorization of overtime shall be established by each agency within fifteen (15) calendar days from the effective date of this Agreement. Overtime in less than fifteen (15) minutes increments shall not be accrued.
  - (ii) Payment for such overtime credit shall be in cash or compensatory time at the discretion of the Employer. **Where current practice does not allow employees to elect compensatory time, the employees’ request for compensatory time shall not be unreasonably denied.** If such compensatory time request is granted, it shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the Employer. However, accrued compensatory time not scheduled or taken by the end of the fiscal year shall be liquidated and paid in cash at the rate it was earned. Notwithstanding the above, employees who schedule compensatory time off by June 30th of the fiscal year shall be allowed to use such time through August 15th of the subsequent fiscal year.
  - (iii) Full-time employees shall be paid at the rate of one and one-half times the employee’s straight time hourly rate for all time worked outside of their normal work hours and/or work days up to sixteen (16) hours in a twenty-four (24) hour period. For hours worked in excess of sixteen (16) in a twenty-four (24) hour period, employees shall be paid double time.

**So what des that mean?** In the past, some agencies, DHS in particular, only offered overtime in cash. While others offered both or just cash in some locations or just comp in other locations. With the addition of this language change, agencies must now allow staff to request and earn comp time when working overtime.

While it does not change the employers right to determine if overtime will be earned in comp time or cash it does open more doors to staff.

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.**

<p><b>Next Membership Meeting</b>  <b>11-7-24</b></p>	<p><b>In person.</b>  <b>Palmyra Pub &amp; Eatery</b>  <b>628 Palmyra Road, Dixon, IL</b></p>
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Unless otherwise noted, Executive board meetings are held on the 1<sup>st</sup> Thursday of each month. 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.

**10-28-24 ZOOM**



Please advise Local President Alice Sutherland at [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com) or complete the Contact Us form at [www.afscme448.org](http://www.afscme448.org) if you are planning on moving, have moved, need to update your email address or cell phone number with the new information. 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**



Don't miss your chance to win a \$25.00 gift card by submitting the correct answer to [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com). Winners will be selected by random drawing from all correct answers received by 11-15-24.

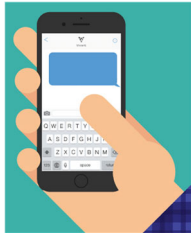
**What strike led to Labor Day becoming a national holiday?**



To our winner Tina Wren!  
Tina knew that it is Cesar Chavez who is credited with the organization of the California farmworkers.



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](mailto: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.



*The time it takes to vote is much shorter than the time you'll have to live with the election results!*

**Tuesday November 5, 2024 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 that 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. If you don't believe that is true take a look at Project 2025!!

## **JOIN US FOR THE FIX TIER 2 STATE CAPITOL RALLY**

If you started working for the State of Illinois 1-1-2011 or later your pension is considered Tier 2. Our number 1 legislative agenda item this year is to get Tier 2 fixed. We currently have over 400 members that are Tier 2, it is time that changed.

On Wednesday, November 13, our local will be joining the We Are One Illinois Coalition for a rally at the state capitol in Springfield, IL as we demand lawmakers fix the broken Tier 2 system!

We need you to be a part of the solution so request your time off ( you can use Vacation, Personal, accumulated Holiday time, or Comp Time. NOT SICK LEAVE) and hop on the "bus" that day to let your voice be heard.

The local will provide transportation to and from Springfield with pick up in Rockford leaving from the parking lot at Forest Plaza (east end at the back by Office Max) at 8:00 AM and Rochelle 8:45 AM at the Petro Travel Center on highway 38. Please RSVP by Sending an email to Alice Sutherland at [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com) so we make sure we have adequate transportation.

**To understand more about Tier 2 pensions be sure to attend the 11-7-2024 in-person membership meeting were a presentation explaining Tier 2 will be given.**



# Recipe of the month

**Gluten-free Pumpkin Bread** This delicious gluten-free pumpkin bread bursts with the flavors of warm fall spices cinnamon, nutmeg, and clove.

### Ingredients

2 cups gluten-free flour\*  
1 teaspoon baking soda  
½ teaspoon baking powder  
½ teaspoon salt  
1 teaspoon cinnamon  
1 teaspoon ground nutmeg  
1 teaspoon ground cloves  
2 cups sugar  
¾ cup dairy-free butter, softened to room temperature  
2 eggs  
1 15-oz can 100% pure pumpkin

### Optional add-ins:

1 cup dairy-free chocolate chips  
1 cup chopped pecans  
1 cup chopped walnuts



### Instructions

1. Preheat oven to 350°. Grease two 8" x 4" loaf pans with cooking spray.
2. Whisk together the gluten-free flour, baking soda, baking powder, salt, cinnamon, nutmeg, and cloves in a medium bowl. Set aside.
3. Use a stand mixer or hand mixer with a large bowl to cream the softened dairy-free butter and sugar. Then add both eggs and mix.
4. Mix the pumpkin into the creamed mixture. Next, mix in the flour mixture and beat until completely blended.
5. Pour the batter evenly into the prepared pans and bake for 65-70 minutes. Insert a toothpick or cake tester and make sure it comes out clean.
6. Place the pans on a wire rack to cool for at least 10 minutes. Run a butter knife around the edges of the bread to loosen it from the sides, then remove the bread from the pans and place them on the wire rack to continue cooling.
7. Enjoy it warm or cool.

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