

AFSCME LOCAL 448



Phone: 520-4576

Fax: 815-284-4801 Email: PRESIDENTAFSCMELOCAL448@gmail.com

2023

Fighting for Our Health and Safety



Our State Parks should be beautiful places to work and visit. If you saw the latest edition of ON THE MOVE you will know that, unfortunately, this is not always the case. A Health and Safety grievance filed by Justin Gaudreau has turned the spotlight on Ruck Cut State Park and one of its storage buildings that was condemned nearly eight years ago, however, staff still use the building regularly because there is simply no other place to store their equipment. The garage roof is collapsing in on itself. De-



bris is strewn across the floor. Asbestos is everywhere and mold is consuming what remains of the ceiling. We need to hold our agencies accountable for our working conditions.

Another Health and Safety grievance was filed for DCFS staff after an incident in the Sterling office resulted in two staff being taken to the hospital. When will our agency leaders realize that we matter?

There is absolutely no reason DNR has not rectified this situation after all this time. And there is no reason that DCFS staff are constantly at risk by simply doing their jobs. That goes for every other employee of every other agency as well!

Looking for Ideas

Last year in April we held a party for members which was a big hit. While we would love to do that every year it just isn't feasible. This year we would like to do something more family oriented so we are looking for ideas. What type of activity would you like to see offered for you and your family? Where would you like it to be held? Would you like to be a part of the planning committee? Send your ideas to Alice Sutherland at presidentascmelocal448@gmail.com



Mark your calendars for this year's AFSCME Golf outing which will be held Saturday May 13th. Watch upcoming newsletters for more details.



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

TBD



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.

3-2-23

Zoom

4-6-23

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



&



Respect Our Work! Respect Our Rights!

We're still at the bargaining table. Our schedule is based on negotiations being held every other week, with all 200+ members of the AFSCME Bargaining Committee present.

Progress is very slow. We have gotten management to back off of some of their demands, but they still have a number of harmful proposals on the table. We're continuing to resist them all.

We've reached agreement on a few of the union's proposals that are intended to protect employees' privacy and confidential information.

The understaffing crisis in state government is front and center in these negotiations. So many of the problems that union members face on the job every day—high stress, unfair management demands, excessive overtime—are due to the lack of adequate staff.

As part of the bargaining process, we've established a small subcommittee with representatives from the union and management to review proposals related to filling of vacancies and try to find areas of agreement to bring back to the larger committee. AFSCME is arguing that the best hiring strategy is to make state government a better place to work.

Too many of management's proposals—like reducing overtime pay—would actually make it more difficult to recruit and retain new employees.

Too many employees in some key agencies are leaving after just a year or two. The intensity of the work, the unsafe working conditions, the excessive amounts of overtime—these are all things that drive away newer, younger workers, who have options to go elsewhere.

Management has a very unfair drug testing proposal on the table—which subjects every employee to reasonable suspicion drug testing—with a positive test resulting in discharge, even for legal drugs like cannabis.

We are focusing now on proposals that relate to working conditions and rights on the job. The parties haven't exchanged economic proposals yet.

We are all going to need to stay united and determined to get the contract we deserve. Stay in touch for updates and action plans.

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: -815-968-044



AFFIRMATIVE ATTENDANCE POLICY cont.

This month let's continue our look at the Affirmative Attendance Policy which begins on page 243 of master contract.

4. Authorized dock time under these circumstances is limited to five (5) days within a twelve (12) month period, unless approval for more time is granted by the authorizing supervisor. Employees who have used all allowable authorized dock time shall be informed of their right to apply for an appropriate leave of absence. Employees who have been on proof status within the previous three (3) months shall have no right to authorized dock time.

5. All employees' requests for benefit time usage must be supported by a request for time off form submitted by the employee. In accordance with agency practice, requests for available benefit time other than unscheduled sick leave, emergency personal business and inclement weather situations, shall be made reasonably in advance, in writing, using the proper form. Consideration of such requests shall be in accordance with the Master Agreement.

Where current practices exist, same day call-in requests for vacation, compensatory, and holiday time shall be made only when it is not possible to request such time in advance and in writing using the appropriate form. When an employee is claiming that it is not possible to request the vacation, compensatory or holiday time reasonably in advance in writing, the Employer has the right to inquire as to why it was not possible, although such inquiry may only be made when reasonable grounds exist to suggest abuse. Same day call-in requests for vacation, compensatory or holiday time shall not be denied unless a bona fide operating need exists to do so. Under no circumstances will such request be denied solely because a request is called-in on the day requested. The form must be provided to the supervisor no later than two (2) of the employee's workdays after the employee's return from the absence.

Supervisors must ensure that the form is readily available to the employee. Failure of the employee to provide this form may result in the absence being considered unauthorized, and the employee may be docked and disciplinary referral may be initiated. If the employee subsequently submits the form within two (2) of the employee's workdays after notification of being docked, the determination of an unauthorized absence shall be corrected.

What does this mean? Basically, you can request authorized dock time up to 5 times in a 12 month period but only if you have not been on proof status in the past 3 months.

If requesting time off you must use the appropriate agency leave request form and the request must be submitted in advance if at all possible. If the request is not submitted in advance you must submit the request within 2 workdays after your return. If you don't the absence may be counted as unauthorized.

Watch the April newsletter for more on this topic.



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 3-15-23.

In what state was **AFSCME** founded?



to our February winner **Lisa Gapski** !!
 Lisa works for DHS in Oregon!! She knew that AFSCME stands for
 AMERICAN
 FEDERATION of
 STATE
 COUNTY and
 MUNICIPAL
 EMPLOYEES

Recipe of the Month

PIZZA SOUP

1 cup chopped yellow or green peppers
1 cup sliced fresh mushrooms
1 cup chopped onion
1 cup halved, sliced zucchini
½ teaspoon pizza
1 can beef broth 14oz
1 8oz can pizza sauce
1 can Italian style diced tomatoes 14 ½ oz
8 oz fully cooked smoked sausage links, thinly sliced
½ cup shredded mozzarella cheese



In a medium saucepan, combine onion, sweet pepper, mushrooms, zucchini, and ¼ cup of the broth. Bring to boiling; reduce heat. Simmer, covered, for 5 minutes. Stir in the remaining broth, the undrained tomatoes, pizza sauce, sausage, and seasoning. Simmer for 5 to 10 minute more or until the vegetables are tender. Top each serving with mozzarella cheese.

WHITE ITALIAN COOKIES

6 cups flour 1 1/2 cup sugar
6 tablespoon baking powder pinch of salt
4 eggs slightly beaten 1 1/2 cup margarine
1 orange, juice and rind ½ cup milk
2 tablespoons vanilla, anise, or almond extract

Mix margarine, sugar, eggs, juice, and flavoring. Add flour, baking powder, and salt. Add milk. Make your own design (round or donut shape). Bake at 350° for 20 minutes. Frost with thin icing



AFSCME LOCAL 448
1302 Institute Blvd.
Dixon, IL 61021