

AFSCME LOCAL 448



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Vice President: Robin Aebly IDES 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
Ryan Gladhill: DNR 815-590-0049
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

Kyle Spencer 815-968-0447

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.



The Illinois PEOPLE Legislative and Primary Endorsement Conference will be held on Saturday January 27, 2024 in Springfield. At this conference we will be adopting our 2024 Legislative Agenda, making endorsements decisions for the upcoming March Primary Election and developing our strategy for tackling the many critical issues before the Illinois General assembly. Anyone interested in attending this conference should contact Alice Sutherland at presidentafscmelocal448@gmail.com before 12-23-23. For those of you who are not sure how our PEOPLE program works I would encourage you to attend and see our PEOPLE power in action. Illinois has THE strongest PEOPLE program in the nation.

DCFS Steward Meeting Held

I met with the stewards covering DCFS on 11-9-23. While not all could attend we had a very productive meeting those in attendance. I think we have a good plan going forward which will greatly benefit our members.

It is my plan to meet with the stewards of each agency to discuss the issues in each area. Once that is done I am hoping to have full steward meetings at least quarterly going forward.



We Have two new Trustees joining the Executive Board!! Kristina Steele works for DCFS and Emilie Hanson is an Auditor with IDES. Both will be a great addition to our team! Please help me in welcoming them.

Want to be more involved?? Sign up to be on the Member Action Team (MAT). MAT members help with all kinds of things from signing up new members to getting information out.

The key to a successful Union is communication and that takes all of us.



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
3-7-24

DeKalb
Location 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.

1-4-24

In-person

2-1-24

Zoom

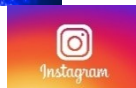


Please advise your local steward or Local President Alice Sutherland at presidentafscmelocal448@gmail.com if you are planning on moving or have moved with your new address. We want you to remain informed of any union related issues. It's important as we continue to receive many newsletters back each month due to incorrect addresses.

Don't forget to check out our website at www.afscme448.org and follow us on



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So now that the contract is ratified lets take a look at some of the changes that were made. So let's start at the beginning. The text in **red** is the new language in each section.

ARTICLE I RECOGNITION

Section 5. Employer Neutrality

It is the policy of the Employer to support its employees' legal right to freely choose to be represented by a union. The Employer will not oppose efforts by any of its employees to be represented by a union; provided however, nothing herein shall limit the Employer's rights before the Illinois Labor Relations Board to determine the appropriateness of an employee's placement in a bargaining unit. The Employer shall not discourage employees from becoming union members or authorizing dues deductions, and shall not otherwise interfere with the relationship between employees and their exclusive representative. **In addition, the Employer shall not provide assistance to third parties who desire to engage in such activity.** The Employer shall refer all inquiries about union membership to the Union, except that the Employer may communicate with employees regarding payroll processes and procedures. The Employer will establish email safeguards **and policies** in an effort to prohibit **and block** the use of its email system and review safeguards for access to other systems by outside sources.

So what does that mean? It means that the employer cannot provide any of our personal information to third parties unless it is for specific business reason such as insurance options. We all know that the Rauner administration provided our personal information to the Illinois Policy Institute in order to attempt to heave us drop out of the union. This can lo longer happen.

ARTICLE III Non-Discrimination

Section 1. Prohibition Against Discrimination

Both the Employer and the Union agree not to discriminate against any employee on the basis of race, sex, sexual orientation, creed, religion, color, marital or parental status, age, national origin, political affiliation and/or beliefs, nor shall the parties discriminate against any employee with a disability, or for other non-merit **or any other** factors **protected by law.**

So what does that mean? Simple whether it is related to employment or union membership, there will be NO discrimination of any kind PERIOD!

Article IV Dues Deduction

Section 1. Deductions

The Employer shall **commence dues deductions within thirty (30) days of notice of authorization by the employee from the Union. The Employer shall rely upon information provided by the Union regarding whether deductions were properly authorized, revoked, canceled, or changed. Authorized** deductions may only be revoked in accordance with the terms under which an employee voluntarily authorized said deduction. Written authorization may be evidenced by electronic communications and such writing or communication may be evidenced by the electronic signature of the employee as defined in 5 ILCS 175/5-120.

Request for any of the above shall be made within the provisions of the State Salary and Annuity Withholding Act and/or other applicable State statutes and/or procedures established by the Comptroller.

An employee who has previously authorized payroll deductions pursuant to this Section shall continue to have such deductions made and shall not be required to reauthorize such deductions unless the employee has specifically authorized revocation of deductions pursuant to Section 2 of this Article.

Authorized deductions shall be made in accordance with law and the procedures of the Comptroller and shall be remitted semi-monthly to the Union in accordance with the current procedures, and at the address designated in writing to the Comptroller by the Union. **AFSCME Council 31** shall advise the Employer of any increase in dues or other approved deductions in writing at least fifteen (15) days prior to its effective date. **AFSCME Council 31 shall inform the Employer about local union jurisdictions and the appropriate dues rate for employees within each jurisdiction. When an employee who has authorized dues deduction moves to the jurisdiction of a different local union, the Employer shall adjust the dues deduction within thirty (30) days.**

If a bargaining unit employee requests a change in membership/dues status or has questions regarding the deduction, the employee will be referred to the Union.

So what does that mean? Basically it means that the Union now controls the membership cards. Previously, once we turned the membership cards in we had to send them to the employer. The employer took their sweet time in getting that information into their systems. They now have 30 days to start the dues deduction and if they fail to do so they are required to pay us those lost dues. Also the employer is no longer able to answer any questions related to dues, membership or revoking membership. They must refer the person to the Union.

Next month we will look at changes to the grievance procedure.

I know everyone is also waiting for news on when we will get hard copies of the contract. AFSCME Council 31 is waiting for the final touches to be approved by CMS and as soon as that happens it will get sipped to the printer. It is safe to say we will have this contract MUCH sooner than we had the last one since the Union is now responsible for getting it printed.



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 1-15-24.

This month's Question is : Who is Elissa McBride?



Michael Cruz our October/November winner !! Michael knew that Roberta Lynch is the Executive Director of AFSCME Council 31.

Delightful No-Bake Chocolate Oat Bars

Ingredients:

1 cup Butter
3 cups Rolled Oats
1 cup Semisweet or Dark Chocolate Chips
1/2 cup Peanut Butter
1/2 cup Packed Brown Sugar
1 teaspoon Vanilla Extract



Instructions:

Line an 8-inch or 9-inch square baking dish with parchment paper, making sure to leave an overhang for easy removal of the bars.

In a large saucepan, melt the butter over medium heat.
Stir in the brown sugar until well dissolved into the butter.

Remove the saucepan from the heat and mix in the vanilla extract.

Gradually stir in the rolled oats until they are completely coated with the butter mixture.
Press half of the oat mixture into the bottom of your prepared baking dish.

Sprinkle the chocolate chips over the layer of oats.

Drop spoonfuls of peanut butter over the chocolate chips.

Crumble the remaining oat mixture over the peanut butter layer and press down gently.

Place the baking dish in the refrigerator for at least 2 hours to set.

Once set, use the overhangs of parchment paper to lift the bars out of the dish. Cut into squares or bars.

Store the bars in an airtight container in the refrigerator.

Enjoy these delicious no-bake bars that offer the perfect blend of chocolate, peanut butter, and oats in every bite!

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