

## November Newsletter

# AFSCME LOCAL 448

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November 2021

**President:** Alice Sutherland  
**Vice President:** Diane Ritter-263-6673  
**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**

<b>Membership Meeting</b>	<b>Thursday 12-2-2021</b>
<b>Executive Board Meeting</b>	<b>Thursday November 4</b>
<b>All Membership meetings will begin at 6:30 p.m.</b>	

**CONVENTION REPORT**



The AFSCME Council 31 22nd Biennial convention was held in Springfield October 14 through October 16. Conventions are the time we take to plan our union's work for the next two years. At this convention we passed 13 resolutions which will help us build a stronger, more effective union.



As our first-time delegates Dawn Chaves, Greg Duffy and Tina Wren on what they thought of their experience at the convention.

**BAD ADDRESSES**

If you move don't forget to let your steward know your new address or send an email to Alice Sutherland at [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com). Each month we get several newsletters back because members have moved, and we don't have an updated address. Member's if you know of someone who has moved make sure to reach out to them and let them know they need to update their address.

## **VETERANS DROP-IN CENTER-VETERANS 5 K RUN**

Don't forget our local will once again be a sponsor for this event which will take place on Saturday November 13, 2021, starting at 9 AM at Mercy health Sportscore 1.

If you would like to participate but have not signed up yet, or to volunteer for this event you can go to <https://runsignup.com/Race/IL/Rockford/Veterans5K>

At check out, use our code AFSCME21. If we still have spots available your registration will be free.

## **THANK YOU TO ALL VETERANS FOR YOUR SERVICES**



A huge shout out and thank you to all our veteran members!!! Not only did you put your lives on the line during your service to our country. You came home and are now once again serving your fellow citizens. Regardless of how you got to where you are today, we are truly grateful that you did.

## **TIPS FOR EFFECTIVE STEWARDS: COMMON MANAGEMENT TACTICES ON GRIEVANCES**

The following are some typical management tactics on grievances and appropriate steward Responses:

Problem 1: Every grievance gets an automatic "no." Management may be used to getting away with it; don't just accept the rejection but respond with a request for specific reasons. Unless the reasons convince you that you've got a losing grievance, take it to the next step.

Problem 2: Every grievance is met with a management stall. As with problem 1, management may just be used to getting away with it. Your employer may have no clear policy in place on how to respond to the union. Keep plugging away and pressing for a settlement. If you don't get a response within the proper time limits, take it to the next level.

Notifying management at higher steps that lower-level management is giving an automatic "no" or stalling rather than working out a solution might also help; talk to your president or staff representative if these problems persist.

Problem 3: Management won't settle without a horse trade. Employers love this kind of "solution" because they know it keeps workers divided and compromises the union. Don't buy into it. Insist that each grievance is settled on its own merits. You can't sacrifice one legitimate grievance just to resolve a second one. It's not right and it's not legal.

Problem 4: Management claims a grievance is no good because there was "an agreement" with the steward's predecessors. This could be a bluff or there could be something to it. Ask to see the alleged agreement in writing, signed by authorized representatives. If necessary, point out to management that no agreement with a steward can change the terms of the union contract. Check with local union leadership to see if the claim is valid. If it isn't, move ahead with the grievance. (Adapted and reprinted with permission from Steward Update Newsletter, Volume 22, No 1.)

## **Hawaiian Pineapple-Coconut Poke Cake**

### Ingredients

- 1 15.25 oz French Vanilla or butter cake mix
- 2 3.4 oz coconut cream instant pudding mix
- 1 20 oz can crushed pineapple drained
- 4 cups half and half
- 16 oz frozen shipped topping thawed
- 1 cup sweetened flaked coconut
- 1/2 cup macadamia nuts toasted and chopped

### Instructions

- Prepare the cake mix according to the directions on the box in a 13 x 9 inch baking pan. If using a box mix, use the pineapple juice from the crushed pineapple adding water until the amount called for on the package is met. Bake according to directions.
- Remove the cake from the oven and use the handle of a wooden spoon or similar to poke holes over the entire cake. The holes need to be fairly large.
- Use a hand mixer and whip together both packages of pudding with 4 cups of cold half and half. Whip until the pudding begins to slightly thicken but is still pourable.
- Mix 1 cup pudding with the crushed pineapple. Pour this over the cake and spread into the holes while the cake is still hot.
- Immediately spread the remaining pudding on top. Place into the refrigerator and cool to the touch then frost with whipped topping.
- Sprinkle with macadamia nuts and flaked coconut. Store chilled.

Notes: To toast the nuts: preheat the oven to 350 degrees and spread the nuts in a single layer on a baking sheet. Toast in the oven for 6-8 minutes. Cool completely before using.

Enjoy.

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