

# AFSCME LOCAL 448



## June 2023 Newsletter

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2023

**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  
Diane Ritter: Lottery - 630-234-1162  
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: -815-968-0447

## 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.**



## NA-NA-NA-NA-NA-NA-NA-NA It's the BAT Team!!



Keep an eye out for this Dynamic duo!! Meet Jennifer Strock with IDOT and Tina Alber with DNR. These two ladies are members of the Local 448 Executive Board and a part of our local's BAT (bargaining action team) Team.

Jennifer and Tina will be making site visits to update you on contract items as well as to see if you all have any concerns you would like to talk about. If you have not done so already you really should sign up to receive email updates from Council 31. you can do this by going to [afscme31.org](http://afscme31.org) and entering your email address.

In recent weeks we've begun discussion of economic terms at the bargaining table and have been shocked by the administration's failure to acknowledge the sacrifices that state employees have made over the past four years, the ongoing stress we are facing on the job due to understaffing, and the negative impact that inflation has had on our take home pay.

Management's health insurance proposal is particularly alarming. It would double (and, in some cases, triple) out-of-pocket costs. For employees who cover multiple dependents or are dealing with chronic medical conditions, the proposed changes could result in an actual decline in net income as Management's proposed wage increases wouldn't offset the insurance cost increases.

And with all that, management is still pushing hard to remove restrictions on mandatory overtime—despite the fact that thousands of state employees are already working dangerous and damaging amounts of overtime now.

# Attend Your UNION Meetings!

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**  
**6-15-23**

**Zoom**



**Board Meeting**

Executive board meetings are held on the 1<sup>st</sup> 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.

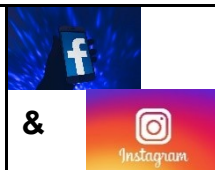
**6-1-23**

**In Person**



Please advise your local steward or Local President Alice Sutherland at [presidentafscmelocal448@gmail.com](mailto: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](http://www.afscme448.org) and follow us on



**Diversity Alliance**  
**JUNE TEENTH JUBILEE GALA**  
Saturday, June 17th, 2023  
6pm-11pm  
Elks Lodge  
1279 Franklin Grove Rd  
Dixon, IL 61021  
Live Music & Entertainment  
Auctions & Cash Bar  
Dinner & Desserts  
Age 18 and up  
Tickets \$70  
Purchase online at <https://bhmgaladvscticketeap.com/juneteenth-jubilee/>  
Limited VIP Tables Available  
Contact us to reserve at [diversitycsv@gmail.com](mailto:diversitycsv@gmail.com)

Our Local purchased two tables to support this event. If you are interested in attending please let me know ASAP. Limit 2 seats per member. Seats will be award on a first come, first serve, basis so don't wait till the last minute to sign up.

To sign up send an email to Alice Sutherland at [presidentafscmeloc448@gmail.com](mailto:presidentafscmeloc448@gmail.com)

## REMINDER

Applications for the 2023 AFSCME LOCAL 448 **CYNDI OVERTON** Memorial SCHOLARSHIP must be postmarked no later than July 1, 2023.

## MEMBERSHIP MEETING

Due to our negotiations schedule I am moving our next membership meeting to June 15, 2023. This meeting will be held via Zoom. If you want to participate in the meeting please send an email to; Alice Sutherland at [presidentafscmelocal448@gmail.com](mailto:presidentafscmelocal448@gmail.com) to insure you get on the invite list.

## USA BBQ Bash & Competition

**FAMILY • FOOD • FUN June 16-17, 2023**

On Saturday, June 17, 2023, the Union Sportsmen's Alliance will host an all-new BBQ Bash & Competition. Union groups will sign up to compete in the BBQ competition, and union members and families will be invited to attend the bash for free. Teams will arrive on Friday for BBQ prep, then face off on Saturday in lunch and dinner challenges. Event guests will cast votes for each round, and the top three competing teams will get prizes. The event will also feature music, games, drinks, nature experiences, and attractions for children.

The event will be held at the Torstenson Youth Conservation Education Center 13735 Cook Rd, Pecatonica, IL 61063

Event proceeds will support Illinois' youth conservation program.

Sponsored by Union Sportsmen's Alliance



This month's trivia question is:  
Who is Lee Saunders?

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 5-15-23.



to our May Trivia winner Tina Raudonis!! She knew that one of Mother Jones most use quotes was "Pray for the dead and fight like hell for the living".

## It's All... In The Contract!

### This month let's finish our review of the Affirmative Attendance Policy.

9. Discipline will be considered timely and progressive based on a rolling 24-month period. If the last disciplinary action is more than 24 months old, the progression will start over.
10. Employees not covered by an Affirmative Attendance Agreement prior to the effective date of this agreement shall be considered to have committed no offense. Employees, who have discipline under a prior Affirmative Attendance Policy, shall be placed on the closest step of the discipline track for the same offense that does not represent an increase in the level of discipline.
11. The Employer recognizes that personal problems may affect the attendance of employees. Upon request by the local Union president or designee, employees will be afforded a joint Union/Management consultation at the last suspension prior to discharge. The purpose of such consultations will be to provide guidance and counseling to the employee as to the need for their services, the consequences of continued unauthorized absences, the ability of services for problems, specifically including PSP, which may be identified and the ability to request a leave of absence.

After training materials have been distributed to those Agencies previously not covered under an Affirmative Attendance Policy, the Employer will start the Affirmative Attendance Policy. Additionally, Agencies and the Union shall establish joint training program presentations in those Agencies previously not covered under an Affirmative Attendance Policy at the request of either party. In the event a training program is presented, the Employer will initiate the Affirmative Attendance Policy within one month upon completion of the presentation.

12. This agreement supersedes any other agreement(s) on this issue.  
Executed: September 5, 2008

**So what does all of this mean?** Prior to the it's implementation on September 5, 2008 only a handful of agencies had an Affirmative Attendance Policy. Those of us not covered under this policy prior to that became subject to it.

The discipline track starts over after you have gone 24 months without an incident.

Unauthorized absences have serious consequences. If you call in late, that is after 1 hours after the beginning of YOUR shift, not your supervisors start time if that is different. That is an unauthorized absence. If you are out of sick leave and call in sick, that is an unauthorized absence.

You should also remember to be eligible for holiday pay, you have to work your last scheduled shift before and your first scheduled shift after the holiday. If you have any unauthorized time, even an hour, before or after a holiday, you will lose your holiday pay. So make sure you follow the rules.

## Cherry Pineapple Banana Bread



### Directions

**Step 1** Preheat oven to 350 degrees F (175 degrees C). Grease two 8x4-inch loaf pans.

**Step 2** Beat white sugar, brown sugar, butter, and applesauce together in a bowl using an electric mixer until light and fluffy. Beat egg and egg whites into sugar mixture; stir in bananas, vanilla extract, and cinnamon. Mix flour, alternating with buttermilk, into sugar mixture until batter is well mixed; fold in pineapple and cherries. Pour batter into the prepared pans.

**Step 3** Bake in the preheated oven until a toothpick inserted into the center comes out clean, 45 to 55 minutes. Cool in the pans for 10 minutes before removing to cool completely on a wire rack .

### Ingredients

1 cup white sugar  
½ cup brown sugar  
¼ cup butter, softened  
¼ cup applesauce  
1 egg  
2 egg whites  
1 cup mashed ripe bananas  
1 teaspoon vanilla extract  
½ teaspoon ground cinnamon  
2 cups self-rising flour  
½ cup buttermilk  
1 (8 ounce) can crushed pineapple, drained  
½ cup chopped maraschino cherries



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