

AFSCME LOCAL 448

May Newsletter

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2024

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Jennifer Strock: DOT 815-677-0842
Diane Ritter: Lottery 630-234-1162
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Members at Large

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Trustees

Kristina Steele DCFS 779-772-1364
Dawn Chavez: IDES 815-441-9467
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People Chair

Laurie Scudder: Revenue 815-987-7509

Staff Representative

Erik Thorson 815-993-1377

Convention Call

Every two years, delegates from most AFSCME locals, councils and retiree chapters throughout the country participate in a week's worth of debate, networking, skills learning, political action and other activities. Through open discussion of the issues that matter to public service workers and working families, delegates set our union's priorities for the future, renew shared commitments and strategize to make us stronger.

This year the AFSCME International Convention will convene August 11th through August 16th in Los Angeles California.

Elections for Delegates, Alternates, and Guests will be held at the in-person membership meeting on June 6, 2024 at Cimino's at 421 Challenge St in Freeport IL.

Food will be available starting at 5:30 PM the meeting will begin promptly at 6:30 PM.

Those elected to represent our local will be paid 37.5 hours lost wages for Monday through Friday provided you attend all convention sessions and required workshops.

Transportation and hotel expenses will be covered by the local and members will be paid per diem for each day of travel.

If you would like to be considered as a delegate, alternate or guest for this convention but are not able to attend the meeting you must submit your intention in writing to a board member prior to the meeting start time. You must indicate which position you would like to run for and that is nominated you would accept the nomination. You must indicate if you are interested in any position or only a specific one. For example if you indicate that you would accept a nomination for one of the delegate positions but nothing else, if you do not win a delegate position you will not be nominated for an alternate or guest position.

If you have never attended a convention before you should consider doing so. There is so much to learn.

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.





So now that the contract is ratified lets take a look at some of the changes that were made. We are now up to Article VI. The text in **red** is the new language in each section.

Section 6. Notification and Measure of Disciplinary Action

An employee shall be entitled to the presence of a Union representative at an investigatory interview if he/she requests one and if the employee has reasonable grounds to believe that the interview may be used to support disciplinary action against him/her. Such Union representative may be present during an investigatory interview for the purpose of protecting an employee's rights under the Collective Bargaining Agreement; however, such Union representative shall not act in such a manner so as to obstruct the investigation. It is understood by the parties that an employee's statement, either oral or written, made in investigatory interviews when representation is requested by the employee and denied shall not be used against him/her in any subsequent disciplinary action. All time spent by an employee, including travel time, who is required by the Employer to attend an investigatory interview away from the employee's regular workplace shall be paid by the Employer at the appropriate rate. All related travel costs shall be paid pursuant to the Travel Control Board rules. An employee who signs an investigatory interview statement shall be given a copy of the signed statement upon completion of the investigation, if requested, and in advance of any disciplinary meeting. An employee who is required to attend a subsequent interview(s) shall have the opportunity, if available, to review his/her prior signed written statement(s) at the beginning of such interview(s), upon request. **Written statements created as a result of an oral investigatory interview shall be prepared by the investigator unless the employee being interviewed elects to prepare their own statement.** If the signed written statement (s) is unavailable when requested by the employee, the employee shall not be adversely impacted by the Employer's failure to provide said statement (s).

So what does that mean? This means that investigators can no longer require employees to write their own statements. They must conduct the interview and record the employees answers to questions. Some investigators we forcing employees involved in an interview to write their own statements which was problematic because, for one, this is not the employees job. And for two, it did not give the employee a chance to respond if the interviewer did not understand the employees answer.

If the employee chooses, they can write their statement.

Contract Books

We are still waiting for the new contract books to be printed. Rest assured, that as soon as we know something we will let you all know!

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.

**Next
Membership
Meeting
6-6-24**

**Cimino's
Freeport**

Food starting at 5:30
Meeting starts at 6:30



**Board
Meeting**

Unless otherwise noted, Executive board meetings are held on the 1st 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.

8-1-24

TBD

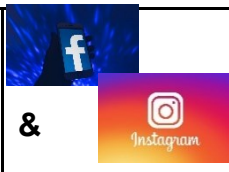


**UPDATE
CONTACT INFORMATION**

Please advise Local President Alice Sutherland at **presidentafscmelocal448@gmail.com** or complete the Contact Us form at

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
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**. Winners will be selected by random drawing from all correct answers received by 5--15-24.

What is the purpose of Memorial Day?



To our April winner Daphne Brown knew that the Great May Labor strikes of 1886 was about gaining the right to work an 8 hour day.



OR



Want to stay up to date via email or text?? If so, make sure we have you 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** 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.

Contract updates cont.

Following such an investigation the employee and the Union shall be notified in writing that the investigation is complete. If an investigation of alleged employee misconduct does not lead to discipline the employee shall receive written notification that the investigation is closed without charges being filed, and the allegations of misconduct will not become part of the employee's permanent file nor be used to adversely affect the employee's contractual rights.

A. The employee shall be provided written notice prior to the commencement of an interview in an official investigation containing the following information;

i. If you believe that this interview could, in any way, lead to discipline or termination on your part, you have the right to consult with a Union representative prior to this interview and have that steward present during this interview

ii. If your request for a Union steward is denied, you have the right to refuse to answer any questions that I ask

iii. If requested, you have the right to consult a Union steward prior to any searches or tests affecting your person, property, or effects.

So what does that mean? This means just what it says, that all employees must be given the information about their union rights in writing before any interviews. You can refuse to answer questions if your right to union representation is denied and you have the right to consult a union steward BEFORE agreeing to anything.

Local Constitution Changes

The first reading of proposed changes to the local 448 constitution will be done at the in-person membership meeting on June 6, 2024 at Cimino's at 421 Challenge St in Freeport IL.

Scholarship Eligibility Changes

In recent years applications for our scholarship have been fewer than the scholarships available to be awarded. So we are going to allow former Cyndi Overton Memorial Scholarship winners to reapply for the scholarship. However, first time applicants will be given first consideration. Scholarships will only be awarded to someone who has already been awarded this scholarship in the past if we do not get enough applications from those who have never won before.





Purple Velvet Cake with Cream Cheese Frosting

Ingredients:

- 2 and 1/2 cups of all-purpose flour
- 1 and 1/2 cups of granulated sugar
- 1 tsp of baking soda
- 1 tsp of salt
- 1 tsp of cocoa powder
- 1 and 1/2 cups of vegetable oil
- 1 cup of buttermilk, at room temperature
- 2 large eggs, at room temperature
- 2 tbsp of red food coloring
- 1 tsp of white distilled vinegar
- 1 tsp of vanilla extract
- 1 tsp (or more, as needed for color) of purple food coloring

For the Cream Cheese Frosting:

- 1 pound of cream cheese, softened
- 2 sticks of unsalted butter, at room temperature
- 1 tsp of vanilla extract
- 4 cups of sifted confectioners' sugar

Directions:

1. Preheat your oven to 350°F (175°C). Grease and flour two 9-inch round cake pans.
2. In a medium bowl, sift together flour, sugar, baking soda, salt, and cocoa powder.
3. In a large bowl, whisk together vegetable oil, buttermilk, eggs, red and purple food coloring, vinegar, and vanilla until smooth.
4. Gradually mix in dry ingredients, stirring until the batter is smooth.
5. Divide the batter evenly between the prepared pans and bake for 25-30 minutes.
6. Let cakes cool in pans for 10 minutes, then transfer to a wire rack to cool completely.
7. For the frosting, beat cream cheese, butter, and vanilla until smooth. Gradually add sugar, beating until fluffy. Frost the cake layers and assemble the cake.



AFSCME LOCAL 448
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