

AFSCME LOCAL 448



Newsletter

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2023

Standing Up for a Fair Contract!

Negotiations for a new SOI Master Agreement have been moving steadily forward over the past two months—but we have still got a long way to go to reach the fair settlement that AFSCME members deserve.

Negotiations are proceeding slowly because the Union Bargaining Committee has put a large number of proposals on the table aimed at addressing a wide variety of problems that AFSCME members confront on the job—especially the current crisis of understaffing.

The employer has also put forth proposals to address the hiring crisis but union negotiators believe they could actually make the problem worse, jeopardizing current rights on promotions, job assignment, transfer, or recall. The AFSCME Bargaining Committee is determined to ensure that our contract language will continue to uphold those rights no matter what administrative changes are made.

Management negotiators are continuing to press for contract changes that would greatly expand the use of mandatory overtime—and reduce overtime pay. The Union is resisting those changes.

While we will continue our efforts to resolve outstanding differences. **We have also set up a subcommittee of Union and management representatives to review and discuss a number of proposals our Union has made that would affirm the right of members to work remotely, as well as the potential for alternative schedules.**

Most importantly, the committee will begin developing the Union's economic proposals. It will take ongoing activism at workplaces all across the state in solidarity with the AFSCME bargaining committee to demonstrate our determination to secure a contract that recognizes the sacrifices that state employees made throughout the pandemic and the extreme demands that continue to be placed on so many due to the staffing shortages.

Stay tuned for more information on how you can help win fairness and respect!

I have received questions from many of you regarding rumors you are hearing about returning to work at the office. The current MOU is in effect until 6-30-23. As stated above we have a subcommittee working on all the remote work and alternative schedule proposals that we received. Until 6-30-23 we don't expect anything to change relating to remote work.

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.





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
XXXXXX

XXXX



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.

XXXX

Zoom

XXXX

TBD



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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Larry Marquardt College Scholarship

AFSCME Council 31 is accepting applications for the annual Larry Marquardt Scholarship through **Friday, April 21**. Children of AFSCME members, as well as members in good standing, who plan to attend school full-time, are eligible to apply. Three winners will be awarded \$2,000 each for the school year beginning in September 2023.

The scholarship honors Larry Marquardt, the first executive director of Council 31 and a tireless union organizer who dedicated his life to improving the lives of working people.

To get more information about Council 31's Marquardt Scholarship and other AFSCME Scholarships go to AFSCME31.org and click on the scholarship link.

And don't forget to watch for our Cindi Overton Memorial scholarship information which will be mailed to all worksites 5-1-23.



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

6. Supervisors must process all completed forms generated from call-ins within five (5) calendar days of submission, either approving or disapproving the request.

7. As long as the employee meets the applicable Leave of Absence requirements, the Employer will approve leave for the time frame documented, including request for short- term leaves.

It is the employee's responsibility to provide proper medical certification to their supervisor. Documents that do not contain the necessary elements will not be accepted and the employee will be so notified. The absences shall be considered unauthorized if acceptable certification is not subsequently provided within five (5) workdays. Proper medical certification must contain the following elements:

- a. Signature, address, and phone number of the medical practitioner (or authorized designee)
- b. The pertinent date(s) in question of the illness or injury.
- c. An indication that the employee was unable to work on the date(s) in question for reasons of personal or family illness.
- d. The original medical statement must be submitted; if the employee needs a copy management will provide.

Notwithstanding the above, the Employer may accept an electronically generated statement with an electronic signature or a facsimile with cover page, as long as the necessary information is provided as set forth in 7(a), (b), (c) and (d).

8. Unauthorized absences shall be subject to the following corrective and progressive disciplinary action:

A.

Occurrence	Unauthorized absence with call-in
1st	Counseling
2nd	Oral reprimand
3rd	Written reprimand
4th	2 nd Written reprimand
5th	1 day suspension
6th	3 day suspension
7th	5 day suspension
8th	7 day suspension
9th	10 day suspension
10th	15 day suspension
11th	20 day suspension
12th	Discharge

B. Each day of unauthorized absence shall be considered a Separate offense for the purposes of progressive discipline.

C. Each day of unauthorized absence without a call-in shall be considered as two offenses, and appropriate progressive discipline shall be administrated pursuant to Paragraph 8.A. above.

Under this Affirmative Attendance Agreement, except for the last offense before discharge, no employee will serve any suspension time. Employees will be given the usual notice of a suspension but will be expected to report to work and lose no wages. An employee will only serve five (5) days of actual suspension time for the last offense prior to discharge.

D. The parties agree that this section does not alter the provision in Article IX of the Master Agreement regarding discharge for five (5) consecutive days of unauthorized absence with no call-in (XA).

What does this mean? Basically, you have to submit your leave request as soon possible after your return from any absence that was not pre-approved. Once submitted your supervisor ums process your request within 5 calendar days. As long as you have sufficient leave of the type you are requesting your request will approved.

If you are required to submit medical documentation you have to do it within 5 work days or the request will be unauthorized.

What is considered an Unauthorized Absence? Any absence can be considered if you do not follow the rules when calling in. For example, you have one hour after your start time to notify your supervisor that you will not be in for whatever reason. If you call in after that one hour the time between the start of your shift and the time you called in is considered an unauthorized absence.

If you call in sick and don't have any sick leave to cover your time, while we know that the hours entered as sick leave for payroll purposes will be taken first out of any Personal leave you have and then Vacation leave and then Comp time so the hours will be paid. The fact that you called in sick and you have no sick time makes it an unauthorized absence.



Who is Mother Jones?

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 4-15-23.



to our March winner **Maria Hulbert!!** Maria works for IDES in Rockford and she knew that AFSCME was founded in

APRIL IS

National Child Abuse Prevention Month



childwelfare.gov/preventionmonth



THANK YOU!!!

None of our jobs are easy. We all have different hurdles to climb when serving the public that we serve. But one of the most thankless jobs, in my opinion anyway, is working for DCFS.

To everyone that works for DCFS THANK YOU!!!! You do some of the hardest jobs around. Your agency is dangerously understaffed and you all are working your butts off to make sure that kids are safe. You are under paid and overworked, not to mention put in harms way every single day.

While the obstacles seem unsurmountable, know that we are fighting every day to make you safer while doing your jobs and to get more staff hired. Unfortunately it is a process and not a fast one.

Please know that you are appreciated more than you will ever know.



Each year on April 28th we observe Workers Memorial Day. It is on this day that we remember those who have died or were injured on the job. Every year the Unions in the Rockford area hold a ceremony to honor those we have lost the past year. Each year the names of those honored are included in the memorial are added to the plaque that is housed at the Labor Temple in Rockford. Our own Pam Knight is memorialized there. Join us if you can at the State Building outside by the River on April 28th at 5:30 PM for this year's ceremony. Following the event, starting at 6:30 PM there will be a presentation and short documentary shown at the Nordlof Center Located at 118 N. Main St. in downtown Rockford. Refreshments will be served.

Why is April 28 'Workers' Memorial Day'?

In 1989, the AFL-CIO declared April 28 "**Workers' Memorial Day**" to honor the hundreds of thousands of working people killed and injured on the job every year. April 28 is the anniversary of the date the Occupational Safety and Health Act of 1970 went into effect, and when the Occupational Safety and Health Administration was formed (April 28, 1971).

ATTENTION GOLFERS!!

Once again this year we will be participating in the AFSCME Golf outing to benefit the Autism program at Kreider Services. Those of you who have participated in the past know what a fun outing this is. Our local will be sponsoring up to 10 teams of 4. To sign your team up please send the names of your team members to Alice Sutherland at president afscmelocal448@gmail.com ASAP. Slots fill up fast and are on a first come first served basis. Last year this Event sold out so don't wait to sign up!!

Even if you want to golf but don't have a team, sign up we will find you a team!!!

THE 2023



AFSCME[®]

American Federation of State, County and Municipal Employees

15th Annual GOLF OUTING

SATURDAY – MAY 13th, 2023

SILVER RIDGE GOLF COURSE
3069 N. Hill Road • OREGON, ILLINOIS

10:00 A.M. – SHOT GUN START
REGISTRATION STARTS AT 9:00 A.M.

ALL PROCEEDS TO BENEFIT AUTISM PROGRAM AT KREIDER SERVICES

\$100.00 PER PERSON ENTRY FEE INCLUDES:

- GREEN FEES & CART • DRINK TICKETS •
- DONUTS & SNACKS DURING THE ROUND •
- FOOD PROVIDED •
- LOTS OF DOOR PRIZES •

THIS IS BEST BALL – HAVE FUN!





• HOLE IN ONE FOR A "2 Year Lease" FROM BRYDEN MOTORS, BELOIT •

Note:

10:00 A.M.

SHOT GUN START

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REGISTRATION STARTS

AT 9:00 A.M.



KETO DEATH BY CHOCOLATE

SOFT COOKIE LAYER

1/2 cup (1 stick) butter

5 tbsp cocoa

1/4 cup sugar substitute

1 egg beaten

1 cup almond flour

1 cup unsweetened coconut (Don't like coconut? Mix it up and use something else. Nuts maybe?)

In a pot, melt your butter and sugar substitute and cocoa on medium heat. Stirring until all the sugar sub melts. Turn the heat down to low.

Beat your egg and slowly pour it into the butter mix while you whisk.. stirring until it has mixed in.

Take the pot off the heat and immediately stir in your coconut and almond flour. It should be able to be easily pressed down without it breaking apart.

Spread your almond flour/chocolate mixture onto the bottom of a casserole dish. Let it cool to room temp.

SMOOTH CUSTARD LAYER

2 cups cream

1/4-1/2 cup sugar substitute

3 egg yolks

5 tbsp cocoa

1 tsp vanilla extract

1/4 tsp xanthan gum

Heat up your two cups of cream on medium. Whisk in your cocoa.. let it heat up to a gentle simmer (do not allow your cream to boil)

In a separate bowl, place your egg yolks and whisk in your sugar substitute and vanilla

Slowly add in your xanthan gum to the eggs, whisking continuously. DO NOT STOP.

Slowly pour in about 1/2 a cup full of the chocolate cream into the eggs as you continue to whisk.

Mix it all together and then pour the mix back in pan and mix well.

Put it back onto a medium heat and stir continuously for about 5 minutes or until it has thickened up a bit.

Pour the mix on top of the cookie base and leave to cool.

CHOCOLATE GANACHE LAYER

1 cup heavy cream

4 ounces unsweetened chocolate

Sweeten to taste if you want.

Chop chocolate into smallish pieces.

Heat cream until it just begins to bubble at the edges, do not allow to boil, remove from heat.

Put chocolate into cream, make sure it is fully covered by the cream, and leave for 3-4 minutes.

Stir chocolate into the cream until it is fully combined, dark and creamy.

Allow to cool for a while then pour over second layer.

Allow to cool, refrigerate and serve when ready for it

You could, for that little extra chocolate, grate some dark chocolate over the top of the ganache just before serving... 4 layers of chocolate instead of 3... Truly Death By Chocolate.

AFSCME LOCAL 448

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