

AFSCME LOCAL 448



Phone: 815-520-4576

Email: PRESIDENTAFSCMELOCAL448@gmail.com

2025

President: Alice Sutherland 815-520-4576
Vice President: Greg Duffy 815-994-0502
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
Justin Gaudreau DNR 469-531-5183
Jennifer Strock: DOT 815-677-0842
Troy Morse: IGB 815-976-2585
Diane Ritter: Lottery 630-234-1162
Tim Janiak: Revenue 815-757-6033

Members at Large

Aaron Sockwell: DHS 815-670-5283
Robin Aebly : IDES 815-908-9664
Tom Soresie: DCFS 815-973-2857

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

Cody Dornes 815-564-8526

Local Constitution Changes

The second reading of proposed changes to the local 448 constitution will be done at the in-person membership meeting on March 6, 2025 which will be held at the Lost Nation Golf Course 6931S Lost Nation Rd. Dixon. IL. One of the changes has been read and questions have been answered we will vote on the proposed changes. If the membership approved the changes the next step will be to request approval from the International Union. This process can take a while. A copy of the proposed changes were emailed to all members we have home email addresses for.

If you did not receive a copy via email please send an email to presidentafscmelocal448@gmail.com and one will be sent to you.

2025 Legislative Agenda

On January 25, 2025 AFSCME Leaders from across the State met to finalize our 2025 Legislative agenda. These items are our top legislative priorities for 2025.

- ◆ Support responsible budget and adequate revenue for state and local governments
- ◆ Stabilize pension funds and address inadequacies and inequities of Tier 2 pension benefits
- ◆ Address staffing crisis in the public sector
- ◆ Protest and expand workers' rights
- ◆ Support adequate funding for state universities/equity for employees
- ◆ Fight privatization of public services and assets
- ◆ Fight to improve wage levels in community disability agencies and other AFSCME-represented nonprofit agencies
- ◆ Fight for Affordable prescription Drugs

We will be calling on members throughout the year to take action on any one of these items. When we do please participate. It is going to take all of us to see these goals accomplished.

The full agenda will be sent to you via email. If you didn't receive it please send an email to presidentafscmelocal448@gmail.com so we can get your personal email address.

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.





Let's talk about Bereavement leave

XXIII LEAVES OF ABSENCE

Section 15. Bereavement Leave

Upon request, employees shall be granted paid leave to attend the funeral or similar service, for related travel, and bereavement time, upon the death of a member of the employee's immediate family. For the first instance in a calendar year, the employee shall be granted two scheduled work days. In the event there is a second in the calendar year, the employee shall be granted one scheduled work day. Leave shall be limited two instances per calendar year. Documentation of the relationship to the deceased may be required.

Immediate family is defined pursuant to this Section as: father, mother, sister, brother, spouse, children, grandparent and grandchildren including relationships established by marriage.

Section 16. Sick Leave

A. or death of a member of an employee's immediate family or household. For purposes of definition, the "immediate family or household" shall be husband, wife, civil union partner, mother, father, mother-in-law, father-in-law, brother, sister, children, grandchildren or any relative or person living in the employee's household for whom the employee has custodial responsibility or where such person is financially and emotionally dependent on the employee and where the presence of the employee is needed. Sick leave may also be used in the event of death of grand relations and parent-and child-in-laws and brother and sister-in-laws.....

So what does that mean? Bereavement leave was first added to our contract for all agencies in the 7-1-5 x 6-30-23 contract. At that time staff were allowed 2 day per year as bereavement per year. In the current contract we ere able to gain 1 additional day for another death in the family per year. While this is to ideal it is something we intend to continue building on in future contracts. You can still use sick leave in these instances as stated above.

If your agency has a different bereavement policy (such as IDES), that policy remains in affect.

Recently we have had issues with agencies demanding and then not accepting proof of the family members death and your attendance at the funeral. To be clear, the article states "Documentation of the relationship to the deceased may be required." Which is fine but it also does not mandate that you attend the funeral to be entitled to this leave.

As always, you need to comply with the directive of your manger or supervisor so that you are not disciplined for insubordination. But in this instances we should be filing a grievance on the un-

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
3-6-25**

**In person.
Lost Nation Golf Course
6931 S Lost Nation Rd Dixon, IL**



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.

2-27-25 ZOOM

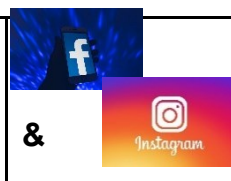


UPDATE CONTACT INFORMATION

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 ad-

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 3-15-25.

When someone refers to a CBA, what are they referring to?



To our winner Lyn Eberhardt!

Lyn knew that it was the Pullman Strike that prompted President Grover Cleveland to make Labor Day a national Holiday. President Grover Cleveland ordered federal troops to intervene. His action aroused sympathy across the country and many more strikes were called to show solidarity with the workers at the Pullman Yards. In an effort to win back votes he signed a bill making Labor day a national holiday.



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.

Executive Board Updates

I would like to thank Marie Reck for here years of service to our local as not only a steward but as the Illinois Department of Revenue Chapter Chair. Marie will be retiring this year so she made the decision to step down from that position to allow some new blood to step up. So welcome Tim Janiak. Tim is no stranger to the State of IL or AFSCME. Tim came to IDOR a few years ago from the IL Department of corrections and has been a Local 448 steward since February, 2024. We look forward to working with Tim and I know he will be an asset to our board.

Another change to the board was in the position of Vice President. Our former VP Robin Aebly was contemplating retirement in the near future so decided to take a pause from that roll in order to let someone new learn the spot. Greg Duffy graciously agreed to step into that position. Greg started on our board several years ago as a trustee and then moved up to a member at large. He works for DCFS, is a member of the State Conference Board which negotiates our contracts, and a member of the DCFS 3rd level grievance committee. I have every faith that Greg will do an excellent job in his new roll.

While Robin's retirement plans may be on hold now sine she was recently promoted to a Field Office Supervisor with the Department of Employment Security, we still have her valuable experience on the board as a member at large.

We have an excellent Executive Board and I look forward to continuing to work with each and every one of our members.

Welcome New Stewards

We recently has several members become stewards by participating in the 2 day Certified Steward Training offered by AFSCME Council 31. Thanks for stepping up and welcome aboard!!

Rocio Alfaro—DHS Winnebago County
Gladys Boyt-Lopez - DCFS DeKalb
Levi Smith—DNR Rock Cut State Park
Mandy Dillard—Illinois Gaming Board

We have many worksites that do not have stewards . So if your office does not have a steward and you are interested in stepping up please let Alice Sutherland know.

The most important roll of a steward is to be an advocate for members and insure that the contract is being followed by everyone. Stewards are our first line of defense against managements often blatant disregard of our negotiated language.

The time it takes to vote is much shorter than the time you'll have to live with the election results!

Unfortunately not enough of us heeded this message and now we are going to have to suffer through the consequences for the next 4 years.

If we are going to come through this new Presidential administration with our jobs and our Union intact we need to be ready to fight.

The start of Trump's second term has been marked by a flurry of executive orders aimed at fundamentally reshaping the government and American life.

Since his inauguration on 1-20-25, President Trump has signed more than 60 executive orders as of Feb. 12, the most in a president's first 100 days in more than 40 years. Below are just a few.

[Initial Rescissions Of Harmful Executive Orders And Actions](#)

Repeals dozens of Biden-era executive orders, including the task force aimed at reuniting migrant families, orders around Covid and racial/gender equity and climate change, and certain protections for LGBTQ people and asylum policies.

[Ending Illegal Discrimination And Restoring Merit-Based Opportunity](#)

Ends diversity, equity and inclusion programs in federal agencies. Instructs the attorney general and the Office of Management and Budget director to submit a report within four months with recommendations on discouraging DEI programs in the private sector. The attorney general and the education secretary also have four months to issue guidance to educational institutions about complying with the Supreme Court decision that struck down affirmative action programs in college admissions.

While on the surface this might look good, and we would hope that the best qualified candidate is always the one chosen, who determines those qualifications? Basically what it does is once again legalize discrimination. It makes it easy for those who do the hiring to decide the "merit" standards.

[Pausing Foreign Corrupt Practices Act Enforcement To Further American Economic And National Security](#)

Pauses enforcement of the Foreign Corrupt Practices Act, which bars American individuals and companies from bribing foreign governments to obtain or retain business, for a period of six months while the attorney general reviews guidelines and policies. Instructs the attorney general to issue updated guidelines or policies, and declares that any future investigations or enforcement of the FCPA "must be specifically authorized by the Attorney General."

So now bribery is ok?

[Implementing The President's "Department Of Government Efficiency" Workforce Optimization Initiative](#)

Lays out more details about integrating the Trump-created Department of Government Efficiency into the government. Asks the Office of Management and Budget to submit a plan to only **hire one** federal employee **for every four who depart**, with each agency's DOGE lead getting a say in "new career appointment hiring decisions." Adds to the list of potential justifications to fire federal employees, including failure to file tax returns, failure to comply with citizenship requirements, refusal to follow nondisclosure agreements and misuse of government resources. Calls on agency heads to identify statutes that created agencies or any sub-agencies and look at whether either could be "eliminated or consolidated."

Now we all know that there are many things that need to change in government, but this seems a little over board. Can any of you imagine doing your job and the job of 3 others as well??

And lets not forget there is a bill to change the 22nd amendment of the US Constitution to allow someone to be elected to a 3rd term as President. But wait, there is one key exception "No person shall be elected to the office of the President more than three times, nor be elected to any additional term after being elected to two consecutive terms," the amendment states.

Former Presidents Bill Clinton, George W. Bush and Barack Obama all served two consecutive terms, and thus would be barred from being elected to a third term.

But not Trump, who is the first president since Grover Cleveland in 1892 to be elected to a second, non-consecutive term.

For more on what is yet to come take a look at Project 2025 you can download the document at chrome-extension://efaidnbmninnbpcjpcglclefindmkaj/https://static.project2025.org/2025_MandateForLeadership_FULL.pdf

Or you can watch the "Project 2025 is here. It's worse than you think." video on YouTube at <https://youtu.be/Cbg4myZ7gr8>

POWER UP for PEOPLE



CONTEST RUNS: FEB. 1-OCT. 2

MEMBER PRIZES

- Every member who joins MVP will receive the new green PEOPLE hoodie.
- Every member is eligible to receive \$50 cash for every 5 new MVP members he/she signs up. Whoever signs up a new MVP member must write his/her name and last four digits of social security number on the tan PEOPLE Deduction Authorization Card so that he/she can get proper credit.
- All MVP members will be included in a special drawing at the convention. Prizes are VISA gift cards (\$1500, \$1000 and \$500). The drawing will be held at convention. Members do not need to be present to win.

LOCAL PRIZES

- The local in each of the designated categories that sign up the most new MVPs will receive a \$500 cash prize to be used in a special drawing for all MVP members of their local.
 - Categories: locals with 1-250 members, locals with 251-500 members and locals with 500 or more members.
 - To be eligible for the contest, locals would need to meet a minimum threshold of new MVPs sign ups of 25 or 10% of membership, whichever is lower.
- The local union winner in each category will receive a plaque at convention.



Recipe of the month

Mint Chocolate Kiss Blossom Cookies are melt in your mouth, minty green cookies with a big chocolate kiss on top!

Ingredients

10 Tablespoons butter room temperature
1 cup powdered sugar
1 whole egg
1 egg yolk
1 teaspoon peppermint mint extract use less if you like a less minty cookies
6-12 drops green food coloring
2 cups all-purpose flour
3/4 teaspoons baking powder
1/4 teaspoons Kosher salt
24 chocolate kisses



Instructions

1. Pre-heat oven to 350 degrees. Line a baking sheet with parchment paper, a silpat, or spray with nonstick baking spray.
2. Cream butter and sugar until light and fluffy.
3. Add egg, egg yolk, peppermint extract, and green food coloring. Start with 6 drops of food coloring, mix until smooth. Gradually add more food coloring until desired color is reached.
4. Add flour, baking powder, and salt. Mix until combined.
5. Roll cookie dough in 1" balls. Place on cookie sheet.
6. Bake 7-9 minutes. I bake my cookies for 8 minutes and it's perfect. Be sure not to over bake them or they will be dry.
7. Remove cookies from oven. Let sit on cookie sheet for about 2 minutes. Gently, press chocolate kiss into tops of cookies. Move cookies to a wire rack to finish cooling.

Cookie dough balls may be rolled in granulated sugar before baking if desired.

Be careful to not overbake cookies or they will be dry. Underbaked is better than overbaked with these cookies!

AFSCME LOCAL 448
534 Gold River Ave
Rockford, IL 61102