

November Newsletter

AFSCME LOCAL 448

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November, 2020

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Treasurer: Gail Greenblatt-987-7721

Chapter Chairs

Dave Beccue-DNR, 885-3311
 Laurie Scudder-Revenue, 987-7509
 Diane Ritter-Lottery, 987-7018
 Melissa Dix-DHS-987-7308
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Members at Large

Aaron Sockwell-DHS, 232-6121
 Kassandra Lumsden-DCFS-987-3266
 Tom Soresie-DCFS-625-7594

Trustees

Tina Green-DCFS-625-7594
 Jeff Bergstrom-DHS-987-7308
 Robin Aebly-DCFS, 235-7878

People Chair

Laurie Scudder-Revenue, 987-7509

Chris Hooser-Staff Representative, 815-968-0447

Meeting Dates

Loveland Community Building

**December 3,
2020**

513 W. 2nd St.
Dixon, IL

All Membership meetings will begin at 6:30 p.m.

NOMINATION MEETING DATE MOVED DUE TO COVID

As we are all aware, COVID 19 has continued to wreak havoc in every aspect of our lives. Due to the new restrictions, we had to move the date of nominations to December 3rd. The meeting will begin at 6:30 pm. The meeting will be at Loveland Community Building 513 W 2nd St in Dixon. If the restrictions were to continue and we are unable to hold the nomination and membership meeting in that date, we will notify people through the AFSCME LOCAL 448 website and AFSCME LOCAL 448 Facebook page. We will provide you with an updated date and time if we must cancel the membership and nomination meeting. Please bare with us during these trying times.

CHILD CARE AND REMOTE LEARNING MOU

AFSCME Council 31 had been in discussions with CMS in an attempt to expand union members' opportunities for alternative work schedules/arrangements in order to meet the challenges posed by remote learning in school districts all across Illinois. As well as the difficulty of finding day care for younger children. AFSCME and CMS agreed that with the guidance of the agreement each agency could reach its own agreement with the union. However, due to the delays in many agencies, AFSCME pressed for the original agreement to be revised such that all of its provisions would be in effect, thereby paving the way for local unions to be able to use this agreement to work for specific scheduling alternatives as needed for members of their locals. Below is the memorandum of agreement.

Child Care and Remote Learning Accommodations MOU—All Agencies

The parties recognize that the decision of school districts to implement either full or partial remote learning and the diminished availability of childcare during the COVID-19 pandemic have resulted in many parents needing to be at home during the workday to take care of their children and/or assist their children with schoolwork. In order to accommodate impacted employees' needs to assist with their children's education and remote learning and/or provide childcare, as well as meeting the operating needs of state agencies during the COVID-19 pandemic, the parties agree as follows:

1. For those employees who have been designated with remote work capacity and who can work effectively at home, remote work should be allowed to continue where the operating needs of the agency can be met. The Employer shall continue to review operations and allow additional employees to work remotely where they are operationally able to do so, provided the employees can effectively work from home. As the Employer continues to implement return to work plans, the Union shall be notified and upon request, the Employer shall meet with the Union to clarify any questions the Union may have regarding changes to an employee's remote capacity status and their safe return to the work place.
2. The collective bargaining agreement contains a number of provisions that, prior to the pandemic, allowed arrangements to accommodate such needs. Such provisions include the following:
 - a) Flex-time
 - b) Four day/nine day schedules
 - c) Child Care Leave
 - d) Family Responsibility Leave (including the ability for an employee to go to a part-time schedule)
 - e) Job sharing
 - f) Telecommuting (remote work)

The parties agree that so long as the pandemic continues to impact child care and schooling, these provisions should be liberally construed to accommodate employees' legitimate needs, supported by requested documentation, to the extent such modification does not impact the agency's operating needs.

In addition, the parties agree to consider other possible accommodations for employees subject to agency operating needs, including the expansion of flex time to include non-scheduled days or hours, shift and/or day trading, flex time to include weekends, split shifts, expansion of work hours outside of the normal shift, and daily flexing of hours.

Agreed upon schedules may provide for the expansion of an employee's regularly scheduled workday or work week as defined in Article XII of the master collective bargaining agreement. Such expansions shall be considered the employee's regular work schedule and shall not be

counted as hours worked for purposes of overtime computation or shift differential eligibility. Regardless of an employee's modified schedule, benefit time shall be earned and taken pursuant to the master collective bargaining agreement. Nothing in the collective bargaining agreement shall be interpreted to prohibit the parties from agreeing to such alternative arrangements.

The parties shall continue to meet expeditiously at the statewide and/or local level, to the extent needed, to ensure the fullest implementation of this Memorandum.

Agreements entered into at the statewide and/or local level pursuant to the MOU are subject to review and approval by AFSCME Council 31 and CMS.

Nothing in this agreement shall be construed to reduce or otherwise limit the rights afforded by federal law to those employees who are covered by the Families First Coronavirus Response Act (FFCRA).

This agreement is entered into due to the unique circumstances created by the COVID-19 pandemic. Unless mutually agreed to by CMS and AFSCME Council 31, neither this agreement nor other agreements entered into under the broad scope of this agreement shall be considered precedent setting.



For State of Illinois



For AFSCME Council 31

10-7-20

Date

10-7-20

Date

Union Safe, Union Strong!

That's our motto. If you have not received your mask yet please contact a board member so we can get it to you.



INCORRECT ADDRESSES

Please remember to let us know if you change your address. Each month we get many returned newsletters because the address we have is incorrect. Not only does this cost the local money but those members are missing out on valuable information. If you know of someone who has recently moved, please reach out to them and make sure they let us know.

Veterans 5K Run & Walk presented by ELDRIDGE ROOFING **Saturday November 14, 2020**



The Veterans Drop-In Center began in 2010. Veterans can get 2 meals a day, clothing, toiletries, haircuts, onsite meetings with VA and Vet Center reps, and be in a positive, social environment. They can also play games, watch TV, and just relax!! We are proud to announce that once again this year we are participating in the Veterans 5K Run & Walk. The Veterans 5K Run & Walk is the biggest fundraiser of the year for the Veterans Drop-In Center. Since the center depends solely on donations, this is a big deal for our local Veterans. Participating not only helps the center, it gives people a chance to honor Veterans. Whether you are running for a Veteran, honoring a Veteran on our wall shirt, or you are a Veteran yourself, it's a great tribute to all Veterans who serve(d) our country. With our sponsorship includes the entrance fees for 20 of our members to participate. Those spots are on a first come first served basis. For full details go to <https://runsignup.com/Race/IL/Rockford/Veterans5K?rsus> and register. Use code afscmevet20. Many of our members participated last year and had a great time. Let's use all 20 slots this year!!

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