

## INSIDE THIS ISSUE:

Straight from the Contract 2

PEOPLE Conference 2

Board Approves Charitable Giving 2

Commemoratory Tree Planted 3

Dues Increase for 2013 3

December General Meeting 3

AFSCME Scholarship Available 5

## UPCOMING EVENTS

- **Protect Your Pension Rally** - Thursday and Friday, January 3-4 in Springfield, IL
- **Executive Board Meeting** - January 8 at 11:30am
- **Brown Bag Lunch** - Tuesday, January 15 at 11:30am
- **PEOPLE Conference** - Friday and Saturday, January 25-26 in Springfield, IL



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# Pension Rally Planned

The "We Are One Illinois" Coalition is planning a rally at the State Capitol on Thursday, January 3 and Friday, January 4. The Coalition works on behalf of over one million statewide members to protect employee pensions and is supported by AFSCME Council 31.

The Illinois General Assembly will convene in early January in a "lame duck" session, so called because 35 lawmakers will be leaving office, until the new General Assembly is sworn in on January 9. This session is important for several reasons. All existing legislation not signed into law ends with the start of the new session. During the "lame duck" session the number of votes needed to pass legislation is a simple majority rather than the normal 3/5ths majority, which is a difference of 11 votes in the House and 6 in the Senate. Also,

lawmakers leaving office are more easily persuaded to sign controversial legislation without fear of political repercussions. Historically, this session has been used for contentious issues that are intentionally not addressed in the fall session.

Governor Pat Quinn submitted a proposal earlier this year that would change the way the annual cost-of-living adjustment (COLA) is calculated, which would drastically reduce the benefits to retirees. This plan would also raise

the retirement age and require higher employee contributions. An additional provision seeks to shift the burden of teacher pensions to local property taxes.

AFSCME Council 31 is encouraging members to attend the rally at the Illinois Statehouse. Both days have a morning and an afternoon shift planned with the main rally to take place at noon in the Rotunda. Further information will continue to be available on our website as well as at the Council 31 site.

It is possible that a second rally will be planned for the following week if it appears that legislation will be pushed through.

If you cannot attend, please call your legislators on those days to voice your opinions. Talking points and fact sheets based on the latest information will be available online prior to the rally.



# New Local Representatives

Congratulations to the new AFSCME Local 2887 Representatives, elected in November 2012 in an uncontested election.

Lori Huntley is an Office Support Specialist in the Historical Studies department at the Edwardsville Campus. She was elected as the new Executive Board Member for a two-year term.

Diane Schilling, an Office Support Specialist in the Center for International Programs, previously served as an Executive Board Member. She was elected as a Trustee with a one-year term.

Sherie Gottlob was elected as a Trustee with a three-year term. She works in the School of Dental Medicine as an Office Support Associate.

Vicki Daggett, an Office Administrator at University Park, was re-elected as a Trustee. She will serve a two-year term.

Pursuant to the AFSCME International Elections manual, it was not necessary to hold a formal election since they were running uncontested.

## Straight from the Contract: Grievance Procedure and Arbitration



Grievance Fact Sheets help the Union help you!

Members have many options for getting involved with the Local.

### Section 1. Purpose

The purpose of the Grievance Procedure is to secure at the lowest possible level an equitable resolution of alleged violation(s) of this Agreement. Both parties shall make an earnest and honest effort to resolve grievances expeditiously and cooperatively.

### Section 2. Definition

A grievance is defined as a claim of a violation of a specific provision of this Agreement. Any grievance filed shall be on

a form mutually agreed to by the University and the Union and refer to the specific provision alleged to have been violated, and it shall set forth the facts pertaining to the alleged violation. Any claims not conforming to the provisions of this definition shall be denied by the University as not constituting a grievance.

Complaints involving discrimination or sexual harassment as covered by the University Affirmative Action Plan shall be reported directly to the Office

of Institutional Compliance (OIC) by the employee or the appropriate Union representative within 10 working days.

If you have issues that cannot be resolved informally within a reasonable time with your immediate supervisor, your Steward can help complete a Grievance Fact Sheet.

For more information about the procedures for grievances or what constitutes a grievance, please contact your Steward.

## PEOPLE Conference

PEOPLE, Public Employees Organized to Promote Legislative Equality, is the legislative and political arm of AFSCME. In addition to keeping the Union informed on issues important to members, PEOPLE advocates for candidates who support working families and public services.

On January 26, our Local officers will be attending a legisla-

tive conference at the Crowne Plaza Hotel in Springfield, IL. President Dana Dain and our PEOPLE Chair Val Samuels are the voting delegates for our Local. Other officers will be attending as guests.

*Members have many options for getting involved with the PEOPLE program, including participating in voter registration drives, lobbying on specific issues and bills,*

*and working on campaigns—from walking precincts to working phone banks—and making voluntary contributions that fund these and other union political activities.*

*-AFSCME Council 31 website*

If you would like more information or would like to get involved with the PEOPLE program, please contact Val Samuels.

## Board Approves Charitable Giving

SIUE



At the December meeting, the Local 2887 Executive Board designated two organizations that will receive \$250 donations as part of our charitable giving efforts. The SIUE Staff Senate Scholarship and the Edwardsville/Glen Carbon Junior Service Club's efforts to build a Boundless Playground were chosen.

The USS Scholarship provides

educational assistance to SIUE students who are a child, grandchild or spouse of a constituency member. Applications for the scholarship are evaluated on GPA, activities, honors and awards, and an essay submitted with the application packet.

The Junior Service Club's Boundless Playground Project seeks to provide an inclusive

playground to the St. Louis area. These playgrounds allow children with and without disabilities to play together in an accessible and nurturing environment.

The USS Scholarship donation will be presented at the January 3 meeting of the Staff Senate. All members are invited to attend the meeting.

# Commemoratory Tree Planted



Cindy Korte next to the tree dedicated for her service.

Earlier this year the Local 2887 donated \$250 to The Gardens at SIUE to have a tree planted in honor of Cindy Korte.

The dedication on the plaque reads, "Thank you to Cindy Korte for her hard work and dedication, AFSCME Local 2887." The donation and dedication was approved at the June General Meeting.

The Gardens are open year-round from dawn until dusk. Free parking is available to visitors without a permit in the lot by Arboretum Lane.

*After January 1, the difference between dues paid by full-time Members and Fair Share employees will be \$5.92 per pay period.*

## Dues Increase for 2013

AFSCME International announced that as of January 1 there will be a dues increase of 0.774%. This translates to thirty cents a month for full members.

Since some of our employees did not receive a pay increase, the Local has requested a waiver of the additional amount however the waiver was denied.

Previously, Fair Share employees

paid 66% of the Member rate. This will increase to 70% of the Member rate, based on the Fair Share reports compiled by Council 31 and AFSCME International.

After January 1, the difference between dues paid by full-time Members and Fair Share employees will be \$5.92 per pay period. Currently the difference between is \$6.86 per pay period. For part-time employ-

ees, the current difference is \$4.93 per pay period; in January this difference will decrease to \$4.44.

If you are currently Fair Share and would like to become a full Member, please contact your Steward or one of the officers. Benefits of full membership include voting privileges, access to scholarships and stronger representation in negotiations.

## December General Meeting

Our General Meeting was scheduled for December 6, however only three Members responded that they would be attending. Due to cost factors, it was necessary that we have a quorum of members attend. Because of the low response, the General Meeting was cancelled.

Three \$10 gift cards for QuikTrip were purchased as attendance prizes for the meeting. Those will be given to the three members that responded even though the meeting did not take place.

Attendance at General Meetings is strongly encouraged as it is the best opportunity for our Members to

share ideas and keep up-to-date on what is happening in our Local.

Per our Constitution, general meetings are to be held quarterly. The quorum for meetings is 12 members.





## LOCAL CONTACTS

### OFFICERS:

**Dana Dain** President  
ddain@siue.edu 650-5156

**Vanessa King** Vice-President  
vking@siue.edu 874-0160

**Anne Hunter** Secretary  
anhunte@siue.edu 650-3050

**Vickie Sumner** Treasurer  
vsumner@siue.edu 650-3819

**Angela Cotton** Executive Board  
acotton@siue.edu 874-0160

**Myra Jones** Executive Board  
myjones@siue.edu 874-0160

**Lori Huntley** Executive Board  
lohuntl@siue.edu 650-2414

**Vicki Daggett** Trustee  
vdagget@siue.edu 650-9300

**Sherie Gottlob** Trustee  
sgottlo@siue.edu 474-7200

**Diane Schilling** Trustee  
dschill@siue.edu 650-3786

**Val Samuels** PEOPLE Chair  
vsamuel@siue.edu 482-6995

**Linda Colombara-Buffo**  
Solidarity Committee Chair  
lcolomb@siue.edu 650-2334

### LOCAL STEWARDS:

**Linda Colombara-Buffo** Edw.  
lcolomb@siue.edu 650-2334

**Dana Dain** Edwardsville  
ddain@siue.edu 650-5156

**Vanessa King** East St. Louis  
vking@siue.edu 874-0160

**Vicki Kruse** Edwardsville  
vkruse@siue.edu 650-2770

**Diane Schilling** Edwardsville  
dschill@siue.edu 650-3786

**Melanie Stith** East St. Louis  
mstith@siue.edu 482-6958

**Vicki Sumner** Edwardsville  
vsumner@siue.edu 650-3819

**Christine Tartt** Edwardsville  
ctartt@siue.edu 650-3090

# AFSCME Scholarship Available

The AFSCME Scholarship Foundation is an ongoing program of scholarships available to children and financially-dependent grandchildren of full dues-paying AFSCME members.

Ten scholarships of \$2,000 each are awarded annually to the winners selected from applicants who meet eligibility requirements.

Once awarded, the scholarship will be renewed each year for a maximum of four years provided the student remains enrolled in a full-time course of study in any field.

To be eligible, the student must:

- Be a graduating high school senior who is a child, legal ward, or financially-dependent grandchild of a full dues-paying AFSCME member;

- At the time the scholarship is awarded, be accepted into a full-time degree program either at an accredited four-year institution or a two-year institution that will transfer credits to a four-year institution; and

- Have taken the ACT or SAT.

To apply, the student must meet all eligibility requirements and complete an application with supporting documentation. The application packet must be postmarked no later than December 31, 2012.

One of the 2012 AFSCME Family Scholarship winners, Allison Marguerite Cooper, came from the membership of our own Council 31.

Further information and the application form is available on the AFSCME website at <http://www.afscme.org/members/scholarships/afscme-family-scholarship>. You can also contact the Scholarship Foundation at (202) 429-5066.



**Scholarship deadline is December 31, 2012.**