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UPCOMING EVENTS

- Staff Senate Meeting - March 7 at 9am in International Room, MUC
- Executive Board Meeting - March 12 at 5pm
- Chancellor's Open Forum - March 12 at 10am (ESL) and 1pm (Alton)
- Brown Bag Lunch - March 19 at 11:30am
- General Meeting - March 21 at 5pm in Lovejoy Library Room 3021



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VOLUME 2, ISSUE 1

FEBRUARY 2013

State Contract Fight Intensifies

Council 31, February 20, 2013

In the face of the Quinn Administration's hard line at the bargaining table, state employees are stepping up their efforts to gain a fair contract that keeps health care affordable.

In the most recent round of bargaining that wrapped up Feb. 8, the Quinn administration refused to back down from its demand that state workers accept deep economic concessions, including a three-year wage freeze and major increases in health care costs.

Gov. Quinn continues to insist that state workers are "overpaid" and must accept a lower standard of living.

While another round of negotiations is set for February 25, Management's continued insistence that employees must dig deeply into their own pockets to pay for the state's fiscal woes makes it

increasingly difficult to believe that the contract can be settled at the bargaining table.

State employees are already working to build support in the fight for a fair contract from local businesses, labor organizations, elected officials and the general public they serve every day.

If there is no progress made in the next round of negotiations, the AFSCME Bargaining Committee will determine whether to

ask members to authorize a strike as a last resort.

AFSCME members view a strike is a last resort. They are deeply concerned about the citizens who depend on the vital services that they provide. But union members also know that they will not be able to continue to provide quality services to the public if they cannot support their own families. They are not willing to accept a contract that pushes them out of the middle class.

The Union's contract proposals have been fair and modest—in recognition of the state's severe financial constraints. But throughout these negotiations, the Quinn Administration has demonstrated a determination to drive down employees' standard of living and weaken workers' rights on the job. AFSCME members are even more determined to stand their ground.



Increasing Solidarity in Our Local

Our strength as a union comes from our members. We are always looking for new ways to help our members stay connected and involved. To this end, the Solidarity Committee was formed. This committee helps seek out new members, helps plan events, looks for new opportunities to increase member involvement, and seeks out new

ideas for member communication.

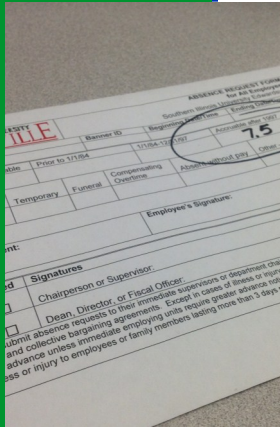
In addition to our monthly Brown Bag lunches and updated website, the Local 2887 now has a Facebook page available.

A new chair for the Solidarity Committee, Anne Hunter, was elected at the February Executive Board Meeting. A committee

meeting will be set up in the near future. To get involved, please e-mail anhunte@siue.edu or ddain@siue.edu to be added to the committee list. The time commitment is minimal, but the outcome will help us build a stronger local which will give us more bargaining power in upcoming negotiations.

Like us on Facebook at www.facebook.com/AfscmeLocal2887!

Straight from the Contract: Sick Leave



Sick leave only pays out at retirement or resignation for leave accrued before 1998.

Deadline for Larry Marquardt scholarship is April 19, 2013.

Deadline for AFL-CIO Scholarship is March 22.

Section 2. Compensation and Usage

Employees may use their sick leave for personal medical and dental appointments and for illness or injury of themselves, their spouses, children and members of their immediate family living in their household.

Section 7: Extended Illness

The extended illness leave....shall be limited to twenty non-accruable working days in a twelve month period beginning on July 1 of each

year and extending through June 30 of the following year....Employees shall use their accumulated sick leave time during the nine working days of absence immediately preceding and following the extended illness leave. Employees who have no accumulated sick leave may use accumulated vacation time or go absent without pay during the time preceding and following the extended illness leave.

Section 8: Sick Leave Payout

Upon the retirement or resignation of an employee, the employee's accrued sick leave, vacation and overtime shall be payable to the employee in a single lump sum payment. Accrued sick leave shall be computed by multiplying 1/2 of the number of days of accumulated sick leave....for sick leave days accumulated on or after January 1, 1984 and before January 1, 1998. Sick leave accumulated on or after January 1, 1998 is not compensable under this Section.

Larry Marquardt and AFL-CIO Scholarships

Larry Marquardt was a tireless organizer and union leader who dedicated his life to improving the lives of working people. Two scholarships of \$1,000 will be awarded each school year by Council 31. The Committee will consider financial need, high school or college grades and class ranking, vocational goals expressed in the application, and an essay on why the labor movement is important to workers.

Completed applications must

be received by 4pm on April 19, 2013.

To obtain an application contact AFSCME Council 31, 205 N. Michigan, Suite 2100, Chicago, IL, 60601. Complete the application and return to the Council's Chicago office, attention Gilda Valentino or e-mail to gvalentino@afscme31.org.

Also available are two scholarships of \$1,500 each from the Greater Madison County Federation of Labor, AFL-CIO.

The 20th Annual Broyer/Greer Memorial Scholarship is available to any graduating high school senior who is a member, spouse, or child/legal ward of a member, spouse or retiree of any local union that is affiliated within the GMCFL is eligible.

Further information on this scholarship and application instructions will be available on our website.

Brown Bag Lunch Winners

Every month, the AFSCME Local 2887 hosts a Brown Bag Lunch on the third Tuesday at 11:30am on the Edwardsville Campus. All members of the Local, including Fair Share Members, are invited to attend the events. It is hoped that they will eventually be expanded to the Alton and East St. Louis campuses.

Meeting near Cougar Lanes at the Morris University Center, the informal gathering is a great opportunity for members to ask questions about the Local, discuss the bargaining agreement, share ideas or suggestions to strengthen membership, and to get to know co-workers. Union cards are also available for Fair

Share members who wish to become full members.

At the February Lunch, Renee Seganfredo from CAS and Ellen Meisenhemier from the Registrar's Office won Jimmy John's gift cards that were given as attendance prizes.

The next Brown Bag Lunch will be held on March 19.



Trip to Trinidad for Local Member



SIUE Steel, including Vickie Sumner (second row left)

The visit, which took place January 25-31, included a tour of the island sights such as The Port of Spain, San Fernando, and Matura Bay. They also had the opportunity to observe the steel pan making process and the pan yards during carnival.

with The Hatteras Orchestra, which is the only way people not from Trinidad are allowed to participate in Panorama.”



While in Trinidad, the group stayed in the dorms at the University of West Indies. A tour of the campus was provided as well as a lunch of traditional Trini foods.

The tour was arranged by Jamie Matthews, an SIUE employee and member of SIUE Steel.

SIUE Steel recently returned from Trinidad where they joined steel bands from around the world for “Panorama”, the world’s largest pan music festival. AFSCME Local 2887 Treasurer Vickie Sumner is part of the group, which is currently the only steel band orchestra in the St. Louis area. Created in 2010, it is made up of students, staff and alumni specializing in Calypso and Soca style music.

“My trip to Trinidad with SIUE Steel was an incredible opportunity,” said Sumner. “We were invited to perform



How to Survive a Job Audit

With SIUE still in a hiring freeze, many departments are reorganizing and reallocating responsibilities to other members in the unit. In some cases these additional responsibilities may be temporary, but they can also be an opportunity for employees to change and expand their job description.

Job audits may seem intimidating, but with preparation it can be a relatively painless process.

The most important thing you can do is to be familiar with your job classification line. Read through the descriptions available at succs.illinois.gov, paying particular attention to keywords and the differences between one step and the next. Work with your supervi-

sor to update your PDQ to reflect these keywords with any expanded responsibilities. You should also arrange to take the test for the higher level position prior to requesting an audit. Additionally, you should have performed these advanced duties for a minimum of six months before requesting the audit; probationary employees must also complete their probationary period before requesting an audit.

Having the support of your supervisor is a great asset to a successful job audit. HR will interview them to clarify your position duties before they speak with you, so it is important to have them involved in the request process.

Once you and your supervisor are

familiar with the differences in your current and desired classification, a memo should be sent to HR requesting a job audit. This memo can come from you or from your supervisor. From there, HR will set up a meeting to discuss the request and evaluate the position.

During the interview, you can have notes to help you remember key points that you want to address. You will be asked about your duties and what has changed, giving you an opportunity to expand upon the descriptions in your PDQ.

The entire process will take less than 30 days from the time of request. You and your supervisor will be notified in writing of the results.

Job audits may seem intimidating, but with preparation it can be a relatively painless process.



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Full Membership vs. Fair Share

The difference in the financial contribution of Members vs. Fair Share members is less than \$6 a pay period, but the difference in benefits is much greater.

Members are eligible to vote and fully participate in the union on issues such as union leadership and the contract governing our jobs. This gives them the opportunity to create a better working environment, gain more experience, and make a difference for everyone in the Local. While Fair Share employees are eligible to attend quarterly meetings, they cannot be heard and are not eligible to vote.

Several scholarships are offered throughout the year for Members and their children. Members are also entitled to a \$2,500 life insurance policy at no cost to them. Becoming

a union steward or to be eligible for Local and regional union leadership positions also requires membership, which offers additional work experience and opportunity.

AFSCME Advantage offers discount and benefit programs, giving Members



access to insurance, services, banking needs, legal advice, and product discounts.

Having more Members gives the Local greater bargaining power when negotiating contracts, which helps all of us now and in the future. A strong membership improves our chances of pay raises, increased benefits, and improved working conditions in contract negotiations, but it also gives us greater strength in representation over grievances, disciplinary action, and with officials in Springfield and Washington.

If you have questions about your status or want to become a full Member, please contact your Steward or one of the officers. It only takes a moment to fill out a Membership Card, but the benefits are lasting.