



September 18, 2009

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VIA FACSIMILE & E-MAIL

Mr. Robb Craddock
Acting Deputy Director
Dept. of Central Management Services
503 Stratton Office Bldg.
Springfield IL 62706

Dear Mr. Craddock:

As you are aware, the Governor has pronounced his intention to reduce state employee headcount by at least 2552, and is already in the process of laying off more than 500 employees. This has been described as "belt-tightening," with the implied suggestion that the state will still be able to function adequately. AFSCME believes that any cuts to a workforce whose numbers have already been slashed in recent years by 25% would decimate services, and that any suggestion to the contrary represents the height of irresponsibility. If the state persists in pursuing this destructive path, the state should be aware that AFSCME will not be a participant in this charade.

For years we have tried to work with the state to deal with staff shortages by often agreeing to extensions of time limits for temporary assignments. Given the pending layoffs and the short staffing in virtually every agency and classification, we cannot in good conscience continue down this path.

The fact that so many temporary assignments have extended far beyond the contractual time limits would indicate that these positions are, in fact, permanent vacancies and as such should be filled on a permanent basis.

We are therefore putting the state on notice that, effective immediately, Council 31 will no longer agree to extensions of time limits for temporary assignment. The Departments of Corrections and Juvenile Justice have already been informed of the union's position.

No exceptions will be made without the explicit written agreement of Ron Pitts, Council 31 Labor Relations Specialist. Frankly, we cannot conceive of a situation where an exception would be appropriate given the state's claim that it will still be functional after further reducing headcount.

Please inform operating agencies of the union's position, and that they must terminate all temporary assignments which exceed contractual time limits by October 1. They should

11/08



American Federation of State, County and Municipal Employees, Council 31

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also be instructed to refrain from further violations of our collective bargaining agreement

The Administration has repeatedly asserted that despite the state's fiscal difficulties, it intends to honor the union's contract. The ending of temporary assignments in accordance with this letter will be an indication of its sincerity.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Newman". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Michael Newman
Associate Director

cc: State local presidents
Staff representatives
Regional Directors
Contract Administration Staff