

A Open Letter to our Coworkers:

We, the employees of the Champaign Urbana Public Health District, are uniting to form our union with AFSCME Council 31. Every day we work hard to provide quality services to our community. We take pride in our work, yet our experience and dedication have not been reflected in our treatment on the job or in our wages. By forming a union we will ensure the respect, dignity, fair treatment, and compensation that all employees deserve. We will be able to advocate for ourselves and our co-workers, and in doing so we will improve the quality of our services.







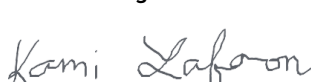



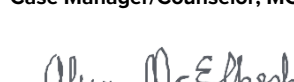
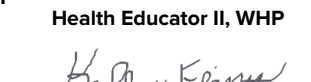
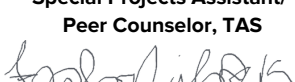
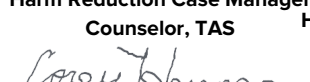
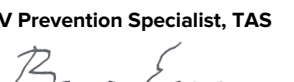

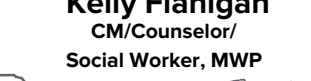
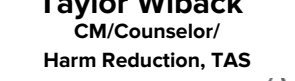
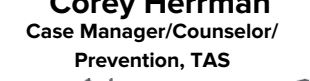


Our concerns regarding fairness in the workplace and wages are not new. In the past, efforts to unionize were met with both promises of improvements and anti-union practices by the administration. Promises were not kept. The result is stagnant wages, loss of quality staff, and diminished workplace conditions. As we are burdened with unprecedented inflation and a seemingly never-ending public health crisis, the time to organize is now.

We believe that all CUPHD employees deserve:

- Fair and equitable wages and benefits
- Transparency regarding hiring and advancement, and a fair process that provides equal access to these opportunities, regardless of class, disability, gender, age, or race
- A "Nothing About Us Without Us" workplace philosophy that includes
 - a real voice regarding the policies that affect us
 - the resources we need to provide culturally responsive care and promote an organizational culture that views our clients as the experts of their own experiences
 - opportunities for our clients and vulnerable groups in our community to have shared power in CUPHD's decision making and planning
- a workplace free from harassment, favoritism, and inconsistent treatment
- safe working conditions, reasonable hours, and adequate resources to perform our jobs

With AFSCME, all employees' voices will be heard. Our negotiated improvements in pay, benefits, working conditions, and workplace rights will be secured in a legally binding contract. It is a workplace right—protected by state and federal laws—to form a union and engage in collective action. Many Illinois health departments are already unionized, including IDPH, Peoria, Sangamon County, Shelby County, Cook County, Kankakee, Will County, Rock Island, and more.

We call on CUPHD leadership to respect our right to organize, free from intimidation, interference, and coercion. We expect them to embody the values of CUPHD: respect, compassion, integrity, and transparency. Lastly, we ask CUPHD to not waste precious resources distributing anti-union propaganda, hiring high-priced anti-union law firms, or using paid time to hold mandatory meetings that force us to listen to anti-union speeches. Join us for Fairness, Respect, and a Real Voice on the job!

 Geoffrey Anoba Maintenance Technician, ADM	 Ruby Carpenter Case Manager/Counselor, MCH	 Rafael Guzman Health Educator, WHP	 Jennifer Enoch Nurse Practitioner I, MCH	 Sheila Raila Public Health Nurse I, MCH
 Cyndi Ortiz-Taylor Case Manager/Counselor, MCH	 Kami Lafoon Health Educator II, WHP	 Jeremy Brown Special Projects Assistant/ Peer Counselor, TAS	 Jason Rudolph Harm Reduction Case Manager Counselor, TAS	 Darya Shahgheibi CM/Counselor/ HIV Prevention Specialist, TAS
 Alyx McElfresh Health Educator II, WHP	 Kelly Flanigan CM/Counselor/ Social Worker, MWP	 Taylor Wiback CM/Counselor/ Harm Reduction, TAS	 Corey Herrman Case Manager/Counselor/ Prevention, TAS	 Bryan Enos Case Manager, Counselor, TAS
 Stephanie Silver Case Manager/Counselor/ HIV Case Manager, TAS	 Michelle Hanlon Public Health Nurse I, TAS	 Aaron Umbarger CM/Counselor/ Prevention Specialist, TAS	 Erika Soule Deputy Registrar, ADM	
	 Kivaun Jahad Peer Counselor, TAS	 Rosita Rueda Intake Specialist, MCH		



SIGN YOUR CONFIDENTIAL AFSCME CARD TODAY!!!

For more information contact your AFSCME organizer

Yolanda Woods @217-971-8593 or a member of the Organizing Committee

