



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Negotiations Update - No Agreement Yet!

The Federation of Social Workers negotiations team and Monroe County have not reached a tentative agreement yet. Our current Collective Bargaining Agreement expires **12/31/2023**.

What happens if we do not have an agreement before 12/31/2023?

We continue to work under the same provisions as our current contract, but the wages and health insurance provisions would stay the same. That means no new raises and the *percentage* of the health insurance premium you pay would stay the same.

Will I really bring home less money after January 1st?

If you are paying for health insurance through the Monroe County employee plan the percentage you pay of that premium will stay the same - BUT YOU WILL PAY MORE as the total cost of the premium has gone up. The premium prices for 2024 have gone up 8% from 2023. If you do not pay for health insurance through Monroe County you should see no change in your paycheck.

What happens next?

FSW will continue to negotiate with Monroe County, our next session is scheduled for December 27th 2023 at the FSW Union Hall. When an agreement is reached with Monroe County there will be information sessions held at the buildings and the union hall to explain it to members. The members will then vote on whether or not to accept the agreement. The vote is planned to be held electronically as the other most recent votes have been. If the agreement is approved by the members it will then be voted on by the County Legislature. If the agreement is not approved by the members FSW will continue to negotiate.

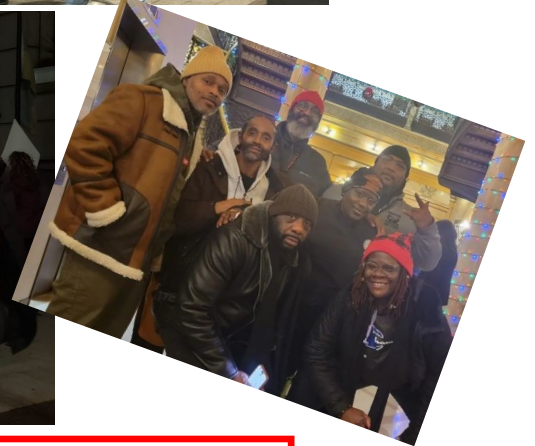


FSW Negotiations Team wore t-shirts that read "Don't Be A Grinch" to the 12/20/2023 negotiations session.



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW



RALLY AT THE COUNTY LEGISLATURE MEETING

DECEMBER 12th, 2023





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

DID YOU KNOW?

Alternative Work Schedules are part of our Collective Bargaining Agreement.....

Section 29.1: The work week for all employees covered by this contract shall be thirty-five (35) hours. One hour of each full work day is allowed, without pay, for lunch. Fifteen minute coffee breaks may be taken in mid-morning and mid-afternoon.

Alternative work schedules will be available to employees upon agreement of the County and the Union.

There is an existing Monroe County Telework Policy.....



Telework? 4 day work week?

If this is something that interests you complete the ALTERNATE Work Schedule form and/or Telework Agreement and submit to your supervisor!



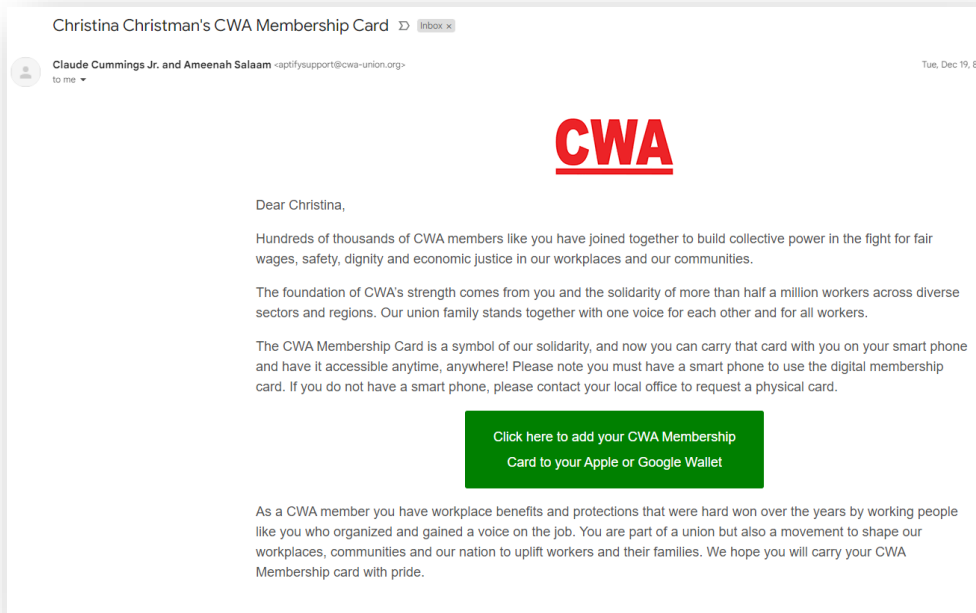
**Federation of Social Workers
IUE-CWA 81381**

THE UNION REVIEW

CWA Membership Card Now Online

CWA has moved their membership cards online. Every member who has submitted their personal e-mail should have received an email like the one below in the past few weeks. Please check your Spam and Junk boxes if you do not find it. You can click the green button to download your personal CWA membership card. It will appear as the one pictured below.

If you have not previously provided your email to FSW and need the CWA membership card you can contact the FSW office manager Joyce at message@fsw-union.org or (585) 371-2820 and to have it added to the CWA database.





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

RED SHIRT TICKET WINNERS

- ◆ YOU MUST WEAR A **RED SHIRT** ON THURSDAYS TO RECEIVE A RAFFLE TICKET.
- ◆ IF YOU ARE WEARING A RED SHIRT THAN YOU CAN EARN ADDITIONAL TICKETS.
- ◆ NOT IN THE OFFICE ON THURSDAY? SIMPLY E-MAIL A PICTURE OF YOURSELF IN YOUR RED SHIRT TO YOUR STEWARD TO ENTER
- ◆ RAFFLE WINNERS ARE DRAWN EVERY MONTH AT THE STEWARDS MEETING (\$25 GIFT CARD). ONE QUARTERLY WINNER FROM THAT QUARTER'S ENTRIES WILL BE DRAWN AT THE MEMBERSHIP MEETING (\$50 GIFT CARD).
- ◆ MONTHLY \$25 Gift CARD 6RAFFLE WINNERS INCLUDE ONE FROM WESTFALL (includes MCH), ONE FROM ST PAUL ST, ONE FROM DOWNTOWN, & ONE FROM THE DETENTION CENTER (all members at the Detention Center are automatically entered monthly as they must wear all black every day).



EARN TICKETS:

1. WEAR A RED SHIRT - MUST BE WEARING A RED SHIRT TO RECEIVE ANY TICKETS
2. HAVE A "RED SHIRT" SIGN HANGING UP AT YOUR DESK (included in every new membership folder, or ask your steward for replacement).
3. WEAR AN FSW LANYARD





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

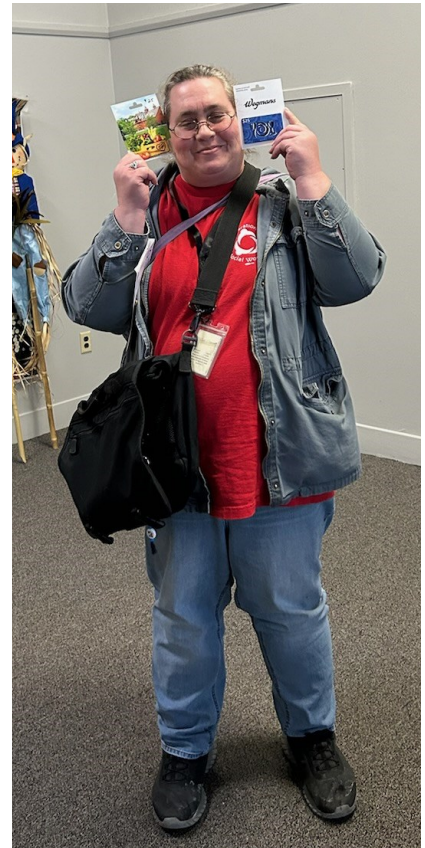
RED SHIRT TICKET WINNERS



LEFT: Courtney Jarrett,
Downtown Winner for Octo-
ber 2023 and the 4th Quarter
for 2023

TOP RIGHT: Lurdes Albarran,
Downtown Winner for Sep-
tember 2023

RIGHT: Julie Garrett was the
Red Shirt Winner for Septem-
ber and November 2023 for
St Paul St





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

RED SHIRT TICKET WINNERS

Charlotte Boykin, Westfall Rd Winner September 2023



Bryan Sampson, Westfall Rd Winner October 2023



**Federation of Social Workers
IUE-CWA 81381**

THE UNION REVIEW



Congratulations to our September Member of the Month Ed Wawrzaszek!

Ed Wawrzaszek started working at the Monroe County Department of Human Services in August 2005 as an examiner. He has worked in Temporary Assistance, on the Emergency Team, in Emergency Housing and in SNAP. Ed was promoted to senior examiner in SNAP in April of 2023.

For the past two years, Ed Wawrzaszek held the position of Commander of the Greece American Legion post. He has worked tirelessly to promote positive community engagement, both before he held the Commander position, and after his term ended in May. His endless hours of volunteer service have made a positive impact on the American Legion Post, as well as the entire Town of Greece community.

Ed is a very deserving FSW Member of the Month for both his professional and volunteer service! Congratulations, Ed!

FSW MEMBER OF THE MONTH

Congratulations to Monica Locke, our Member of the Month for November!

Monica Locke works in Child Protective Services at the Monroe County Department of Human Services. She also serves as the Chairperson for the Federation's Women's Committee. In that role, Monica has coordinated wonderful events such as the "Wellness Self-Care Day Fair" and "What's the Coffee, Tea, Cocoa and Mimosa Day". These events have uplifted the women of our union and also provided them with resources and access for services for their wellness and safety.

Funding to support the FSW "Member of the Month" program is provided by the Federation's Retiree Council, Modica Law Firm and Edge Advertising Group.

To nominate a member visit: <https://www.fsw-union.org/member-of-the-month-nominations>





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

FSW Partners with Alyssa's Angels on Holiday Gift Project

Again this year, the Federation participated in this program with a donation to Bethany House. Essex Hotel Management partnered with us as well. FSW President Christina Christman presented, along with Barbara Purvis of Essex and John Rabish of Alyssa's Angels.



FSW members attended the Rochester Area Labor Council Awards Dinner at the Convention Center on December 14th, 2023.





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

RED BALL

AN INTERGENERATIONAL PROM FOR
EVERONE 18 YEARS AND OLDER

SAVE THE DATE

SAT. FEB 10TH

6-9 PM

ROAR (621 CULVER RD)

**DRAG
SHOWS!**

RAFFLES!

FREE TO PUBLIC!

DONATIONS ACCEPTED



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

FREE LINE DANCING CLASSES FOR MEMBERS



EVENING CLASSES every Friday 6:00-7:00 P.M.

740 Driving Park, Rochester, NY 14613

Free for FSW Members, \$5.00 for all others

JUDGEMENT FREE ZONE

**COME & GET ON THE
DANCE FLOOR**

CONTACT : GWENDOLYN COOPER

585-201-6525 | OR EMAIL : GETONDAFLOOR@YAHOO.COM



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2024-2025 school year, and another \$4,000 for 2025-2026. (2nd year award based on satisfactory academic record.)

Sixteen new scholarships will be awarded by CWA's Joe Beirne Scholarship Program.

Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or deceased members) planning for college studies.

Final deadline for applications is 11:59 p.m., EST, April 30, 2024.

Applications are easy to make online at the Foundation's website (including submission of a short original essay).

Winners will be chosen in a lottery drawing.

The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

For more information, and to fill out and submit the application form, visit:

cwa.org/beirne

FREE MONEY FOR COLLEGE




UNIONPLUS

Union Plus Scholarships

Online application now available!

"Being a member of the union has certainly helped my father, an immigrant without a college education, achieve his American Dream. His membership will have lasting generational effects on our family. My goal is to become the first person in my family to obtain a college degree."

—Natalia Sanchez



Natalia Sanchez of Covington, Georgia, Sanchez, whose father is a member of UAW Local 472, is a Union Plus Scholarship recipient.

Over 3,400 students in union families have received money for college through the Union Plus Scholarship program. The online application is available each year starting in June through the deadline on January 31. You can complete the application in stages and save your answers before you submit.

Who can apply:

Current and retired participating union members, their spouses and their dependent children.

What kind of school is eligible:

The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts:

Recipients will receive \$500 to \$4,000.

Deadline to apply:

January 31, 12pm (noon), Eastern Time

Scholarship recipients announced:

May 31

Details and online application available at: unionplus.org/scholarships

To receive mobile text alerts about education-related deadlines and information, text STUDENT to 22555.

Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help.

Apply online today!

unionplus.org/scholarships

SIGN UP FOR SCHOLARSHIPS

YOUR UNION IS: IUE - CWA 81381

YOUR LOCAL NUMBER IS: 81381

CWA DISTRICT 1



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

FSW Stewards

St Paul St (LaTonya)

Barlue Allen - *1st & 2nd Floor*

Timothy Buntley - *6th Floor*

Matthew Ferris - *3rd Floor*

Gina Macaluso - *5th Floor*

Ryan Markajani - *4th Floor*

Westfall Rd (LaSonia)

Lara Festa - *3rd & 4th Floor*

Troy Coffie - *5th Floor*

Natasha Collins - *7th & 10th Floor*

Brittany Everett - *6th Floor*

Darius Weaver - *1st & 2nd Floor*

CSSU/Public Defender (LaWanda)

Maria Castellano

Detention Center (Michelle)

Jamaal Holland

MCH/Bivona/Jay St (LaWanda)

OPEN

FSW Executive Board

President: Christina Christman

Vice President: LaWanda Shipman

Secretary: Julie Garrett

Treasurer: Evelyn Evans

Grievance: Michelle McGrain

Grievance: LaSonia Simmons

Grievance: LaTonya Wilcox

Trustee: Kim Kuyal

Trustee: Tammy Beebe

Elections: Percy Smith

Health & Safety: Bob Way

Social Action: Open

Membership: Curtis Pound

Communications: Suzanne Putnam

CCRE: Deb Jackson

Political Action: Open

Education: Frederick McAllister

Women's: Monica Locke

Organizing: Jillian Evans

Mobilization: Jessica Kilpatrick

Retiree: John Rabish