



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Collective Bargaining Agreement Updates:

- New Salary Schedules have been updated into SAP and will be received in March 8th 2024 check
- Grace Period to retire under old contract: notify HR by March 31st 2024, retire by June 30th 2024
- Members who were hired before 2016: if you do not have the Monroe County Health Insurance - ask HR for the official **Health Insurance Buy Out Form**
- HR is currently reviewing the salaries of all members at the Detention Center, they hope to be done by March 16th 2024
- Wellness Days are once a quarter, there is a code now in SAP, this quarter ends March 31st
- Tuition Reimbursement: ask HR for the official request form



New FSW Salary Schedules and
signed Tentative Agreement
are available on the
FSW website. fsw-union.org



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IUE-CWA 81381

THE UNION REVIEW

RED SHIRT THURSDAYS

- ♦ YOU MUST WEAR A **RED SHIRT** ON THURSDAYS TO RECEIVE ANY RAFFLE TICKETS.
- ♦ IF YOU ARE WEARING A RED SHIRT 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



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 (This has changed, you used to have to show your union membership card to earn your 3rd ticket).

Why Do We Wear Red From Local 7704

It has been a custom since 1989 for the members of the CWA to show their solidarity by wearing red on Thursdays, but why and where did this day of red begin?

Well for one, it represents the color of blood that was lost in the strife to gain fair and equal rights for workers through out the years. The day of red is also in remembrance of Gerry Horgan, CWA's chief steward for Westchester County who died as a result of being struck by a car driven by the daughter of a manager as he worked a picket line in August 1989.

The red shirt brings together all of the CWA members on one day a week. It gives a visual statement to management of the workers solidarity. The red shirt gives everyone a sense of unity and fellowship. The red shirt is also a visual reminder that checks and balances in the work place have to be maintained daily.



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IUE-CWA 81381

THE UNION REVIEW



Wendy Van Norman

December 2023
Westfall Rd

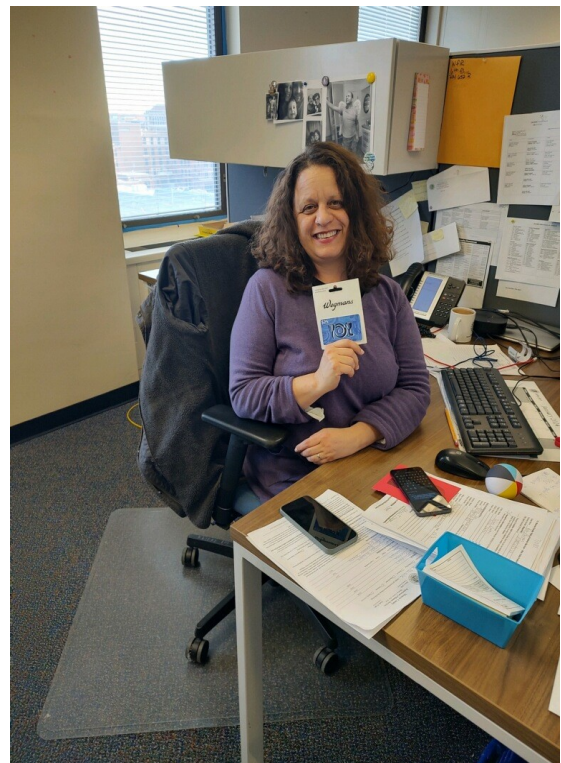
October 2023
Carlene Ali

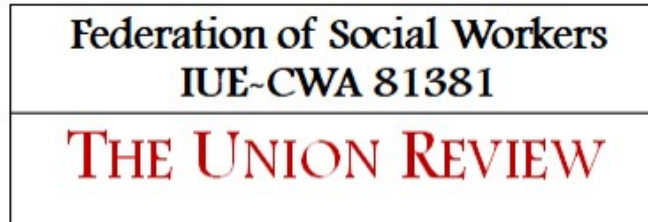


Jen Fitch Feb 2024 WWW



February 2024
Sue Smith





Public Employee Safety & Health (PESH)

The Public Employee Safety and Health Bureau (PESH), created in 1980, enforces safety and health standards promulgated under the United States Occupational Safety and Health Act (OSHA) and several state standards.

The *Enforcement* branch conducts unannounced inspections. The *Consultation* branch provides free consultation surveys at the request of a public employer.

A hazard exists: You (or your representative - the union) have the right to file a confidential safety and health complaint and request a PESH inspection of your workplace if you believe there is a serious hazard or if you think your employer is not following safety and health standards. The complaint should be filed as soon as possible after noticing the hazard.

Who is present during employee interviews conducted by PESH?
Interviews with employees are private and confidential. No supervisory staff are permitted during these interviews. The employee may have a union representative present.

No employer may discharge, otherwise discipline, or in any manner discriminate against any person because the employee has filed a complaint or started any proceeding under or related to this program. Employees who think they are being discriminated against may file a complaint with the Commissioner of Labor.

There have been reports of increased rodent activity at St Paul St, including crawling on workers and falling from the ceiling. The union has already filed a complaint with PESH. County management has informed us the exterminator will continue to visit the building twice a month.

If you have such an encounter with a rodent please file an incident report and send a copy to the union. Please submit a work order (or ask your Supervisor to submit a work order) if there are dead rodents or rodent droppings in your work area that need to be cleaned. Monroe County has declined to provide cleaning supplies or protective equipment to the general work force. It is unsafe and hazardous to attempt to clean after rodents without the proper equipment.

Here is a link to an article from the Center for Disease Control and Prevention (CDC) on how to clean up after rodents: <https://www.cdc.gov/healthypets/pets/wildlife/clean-up.html#:~:text=Diseases%20are%20mainly%20spread%20to,to%20get%20into%20the%20air.>

If there are other health and safety concerns you can report those directly to the union by contacting our Health & Safety Chair Robert Way.

IUE-CWA offers free OSHA 10 hour General Industry certifications monthly, members interested in obtaining their certifications can contact Christina at president@fsw-union.org to sign up. The 10-hour Outreach program is intended to provide a variety of training on General Industry safety and health to entry-level workers.



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IUE-CWA 81381

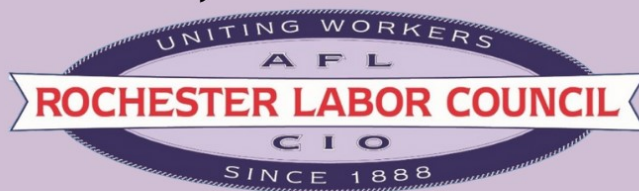
THE UNION REVIEW

State of the Unions: Rochester

What are the latest trends in employment and unionization that Rochester-area labor leaders need to know? Where is the workforce growing?

What are the trends in demographics and industry? How will our movement respond?

Wed March 6 5:30p
NYSUT, 30 Union St.



ILR Worker Institute

Join Rochester-Genesee Valley Area Labor Federation President Dan Maloney and experts from the Worker Institute at Cornell ILR and the Buffalo Co-Lab for a presentation and discussion about employment and industry in the Rochester area and its impact on the labor movement. Dinner will be served.

RSVP HERE: <https://roclaborfed.org/events/state-unions-rochester>



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Rochester and Genesee Valley Area Labor Federation, AFL-CIO



AT THE RIVER I STAND



On the 56th Anniversary of the assassination of Dr. Rev. Martin Luther King Jr., please join The Rochester Labor Council for a screening of the documentary about his final days standing in solidarity at the strike of Memphis Sanitation Workers.

THURSDAY APRIL 4TH 5:30PM
ROC CINEMA, 957 S. CLINTON

Seating is free, but limited. Food and drinks available for purchase.

Please reserve your seat on our website at:

<https://roclaborfed.org/events/attheriver24>



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW



Staffing shortages in the public sector are at crisis levels. From public education to health care, and transportation to emergency services, employers at every level of government have sounded the alarm that they cannot recruit enough staff or encourage qualified individuals to stay in service.

Our state government must fix tier 6 in the 2024-25 State Budget; we can't afford to wait any longer to find a solution. Will you ask your state officials to take action? [Send a pre-written letter or write your own today!](#)

It is critical that our elected officials hear from concerned New Yorkers about how important this issue is. [Make sure your voice is heard!](#)

In solidarity,
New York State AFL-CIO

To Send Letter:

<https://act.aflcio.org/letters/ask-your-legislators-to-fix-tier-6-to-protect-our-public-services>

STOP THE STAFFING SHORTAGE
FIX TIER 6 TO PROTECT OUR PUBLIC SERVICES





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IUE-CWA 81381

THE UNION REVIEW

SUPERBOWL SQUARE WINNERS



FSW will be donating \$500 to **Alyssa's Angels** from the 2024 Super Bowl Squares.

Congrats to the Winners:

Westfall Rd: Juanita Reid, Karen Courtright, Randy Scott x2

St Paul St: Deborah Brooks, Mr & Mrs Humprey, Nancy Jason x2



Thank you to our members who sold the squares:

Curtis Pound, Brittney Everett, Deb Jackson, Heather Yandricha Strocko, Michelle McGrain



On August 24, 2006, Alyssa Rose Bruno passed away after a valiant battle with brain stem cancer (diffuse pontine glioma). During her short life she touched the hearts of many people not only in the Rochester area, but also around the world. Her parents, Lori and Chris Bruno, along with family members and their many friends decided to establish a charitable organization in Alyssa's memory.

The mission of Alyssa's Angels is to do work that reflects the spirit of giving to and caring for others, which was so important to Alyssa Rose Bruno. Funds that are generated will be used to support projects that will directly benefit the most disadvantaged and needy children in the Rochester area. These projects will focus on children who are:

- Victims of abuse and/or neglect
- Experiencing serious medical, behavioral or emotional problems
- Lacking in family or other community supports



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IUE-CWA 81381

THE UNION REVIEW

*G-Force Fitness and Line Dance
FSW Women's Committee
Presents*

**Saturday
March
23
2024**

RSVP

*Denim & Bling
Day Party*

**Location: FSW Union Hall -740 Driving Park Ave.
Rochester, New York 14613**
Time: 3:00pm - 7:00pm
FSW Members FREE
Non FSW \$10.00 Donation - Food Provided
For more information contact: Gwen Cooper 585 201-6525
Cash App: \$GwendolynCooper

Register Now at

<https://actionnetwork.org/events/demin-bling-day-party>



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

CONTACT : GWENDOLYN COOPER

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

**COME & GET ON THE
DANCE FLOOR**

Come learn all the dances for the Day Party!



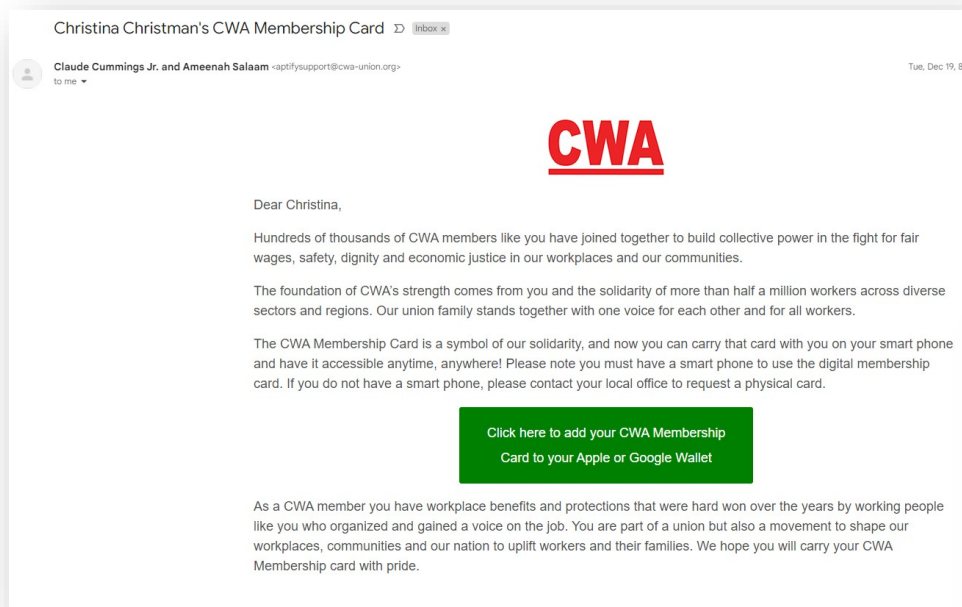
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IUE-CWA 81381

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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, the original email was sent in December and another one was sent today! 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



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.

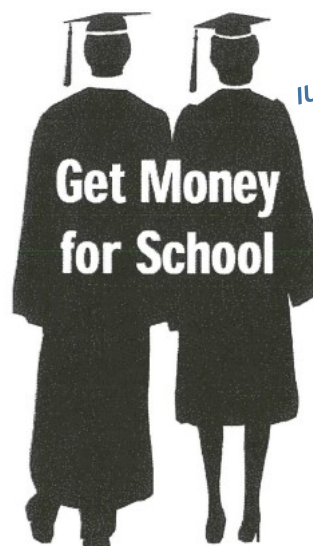
The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

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

cwa.org/beirne

FREE MONEY
FOR COLLEGE

\$\$\$



Get Money
for School

IUE-CWA Scholarship
Applications Close
MARCH 1st!

IUE-CWA Has 7 scholarships worth between \$2,500 and \$4,000 available for the 2024-2025 school year.

The scholarships are available ONLY to IUE-CWA members and their families.

For eligibility and application, go on-line to IUE-CWA.org.

You will find scholarships by clicking on the scholarship slide on the top of the main IUE-CWA web page. Please note: eligibility requirements vary for individual scholarships. Essays are required.

Applications will **ONLY** be accepted on-line!

Applications will be available January 12, 2024 and close on March 1, 2024.



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FSW Stewards

St Paul St (LaTonya)

Barlue Allen - *1st & 2nd Floor*

Matthew Ferris - *3rd Floor*

Heather Yandricha-Strocko - *4th Floor*

Gina Macaluso - *5th Floor*

Timothy Buntley - *6th Floor*

Westfall Rd (LaSonia)

Darius Weaver - *1st & 2nd Floor*

Lara Festa - *3rd & 4th Floor*

Troy Coffie - *5th Floor*

Carol Wilson - *6th Floor*

Natasha Collins - *7th & 10th Floor*

CSSU/Public Defender (LaTonya)

Maria Castellano

Detention Center (Michelle)

Lennie Murrell

MCH/Bivona/Jay St (LaTonya)

Alana Johns

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: Brittany Everett

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: Open

Retiree: John Rabish