

THE UNION REVIEW

A publication of the Federation of Social Worker's IUE-CWA 81381

From the desk of the President

One of my goals as President was to bring more representation from the services division into the leadership of the Union. As President I am able to appoint members to the Executive Board to serve as the chairperson of a specific committee. These appointments are then submitted to the Executive Board for a confirmation vote. Four out of six of the new appointments I have made have come from the services division.

The two newest members appointed to the Executive Board, are MaryAnn Maher who will serve as the chairperson of the newly established Education Committee and Ketina Hogan-Anderson who will serve as the chairperson of the equally new Women's Committee. Both MaryAnn and Ketina are employed in the Services division and both bring unique experience and a strong sense of commitment to their new positions on the Executive Board.

Another goal I have as President is to increase our expenditures on member benefits. In an effort to do that our Social Action chairperson at my request has investigated and proposed a wonderful Union sponsored wellness benefit and an upcoming family event scheduled tentatively for June. Both of these member benefits will be announced in detail in the coming weeks. It is my hope that you will avail yourself of both opportunities to receive these special fringe benefits of being members of the Federation of Social Worker's.

I am very excited about the future of our two new committees and the members who have been appointed to lead them and I am also excited about the new benefits that are being created to reward our members for all the hard work that you do! In May we are holding our first general membership meeting of 2015 I hope that you will join us for this meeting and meet the members of the Executive Board and learn about all the work that is being done to improve our Union!

In Unity,
Chad Kyler, President

Diversity Ambassador- What the what...?

As the newly appointed CCRE chairperson, I was selected to go to the beautiful city of San Antonio, TX to attend the IUE-CWA Diversity Meeting and train for the role of Diversity Ambassador in our local (*this trip was paid for by the IUE-CWA and not FSW*). Over 70 plus representatives, nationwide were brought together for this new initiative to be rolled out to all IUE-CWA Local's.

The diversity leadership meeting's objectives were to: explore shared concepts for diversity and inclusion, learn inclusive approaches to diversity leadership, develop readiness for leadership and strengthen people skills, and get clarification of the Diversity Ambassador's role, and build confidence and understanding for facilitating cultural change.

The facilitators, Mr. Matthews and Ms. Woods instructed the group on the upcoming diversity initiatives campaign under the leadership of President Jim Clark IUE-CWA. They provided additional tools to bring back and use to engage our local. They introduced public speaking and listening techniques. They also clarified basic terminology and identified the types of body language we use and how it can affect the growth and participation rates of our membership.

In addition to my newly appointed position, I will serve as the diversity representative for our union. In the coming weeks myself and others will be canvassing FSW membership (*to engage you about your diversity*) to map the diversity of our local. The goal is to help leadership and membership understand our diversity and become a more inclusive union.

As the CCRE Chairperson, my primary goal is to make sure that our members are treated with respect and fairness; as Diversity Ambassador my goal is to enlighten membership and leadership on our differences and the uniqueness we all can contribute to our union.

To see pictures from the meeting become a friend of IUE-CWA on Facebook.

Solidarity Forever!
LaTonya Wilcox - CCRE Chairperson



Drug & Alcohol free workplace reminder

As you may know, Monroe County has a Drug and Alcohol Free Workplace policy. Dating back to 1989, the Drug and Alcohol Free Workplace policy prohibits the manufacturing, distribution, possession, purchase, sale, dispensation, use of, impaired by, and/or being under the influence of alcohol, illegal drugs and/or controlled substances in the workplace.

This memo serves to remind staff and members of the Federation of Social Workers, as a Human Services agency, we work closely with individuals and families that are in need of our assistance. As employees of the Department of Human Services, we are held to a higher standard.

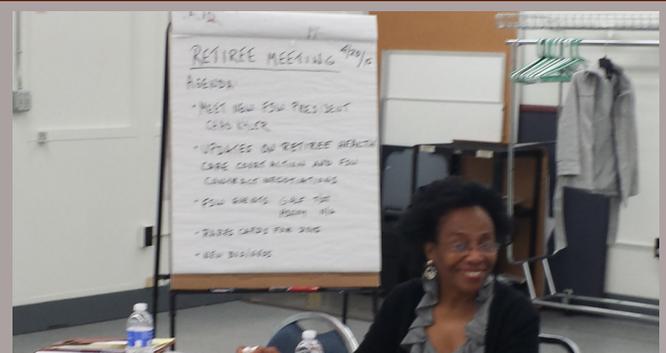
Employees must be in condition to perform their duties safely and efficiently, and make decisions that impact the lives of the people we serve.

Impairment increases the potential for accidents, absenteeism, substandard performance, damage to the County's reputation and the violation of trust instilled upon us to carry out the mission and vision of both Monroe County and the Department of Human Services.

Employees violating this policy will be terminated from employment with Monroe County without exception, and may result in civil and/or criminal prosecution.



FSW President Chad Kyler attended the Retirees meeting to introduce himself to members of the group.



The FSW Retirees committee keeps very busy as their meeting agenda shows. They also maintain close association with current members of FSW and recently they partially funded our RARES cards as a show of their support for members who are still working.

Important meetings coming up!
(Union meetings are at the union office)

Joint Committee: 5/14/15 5:30 pm
Steward's Council: 5/19/15 12:00 pm
Executive Board: 5/19/15, 4:30 pm

Membership Meeting: 5/19/15, 5:30 pm



News of interest

The Cure for Apathy

I recently attended the Rochester and Genesee Valley Labor Council's annual meeting where the keynote speaker, Mark McDermott, shared some of his experiences as a labor rights activist and community organizer. At the conclusion of his presentation he answered questions from the audience. His response to one particular question caused me to reevaluate myself as a union leader. The question was, "How can we as labor leaders overcome member apathy?" This is a question that he is asked routinely in various trainings and workshops. His answer, however, was not so commonplace. His first response was to disassociate the word apathy from the union members, instead consider that the prevalent feeling is one of discontent. Most people are concerned with what is happening to them and those they care about, but often feel powerless to make a change or don't know how to do so. That said, we as union leaders have to realize that our members probably want to help make the change that needs to happen in our union, but don't see a real reason why they should bother. To that end, I charge my fellow FSW union leaders with the task of telling and showing our members how they can and why they should work to make a difference in their union. I would also like to ask my fellow FSW union members to turn discontent to positive action and seek out opportunities to make a difference in your union. If you're not sure what you can do, just ask it may make more of a difference than you know.

Submitted by Kendall Bell

SAVE THE DATE!



GOLF TOURNAMENT

Click [HERE](#) for **Registration Brochure!**



Monday
JULY 27
2015

GREYSTONE GOLF CLUB
1pm shotgun start

Federation of Social Worker's

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Rochester, NY 14613

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CWA District 1 Political Action Retreat Summary

I recently attended the Bi-Annual CWA District 1 PAC Retreat in New Brunswick, New Jersey on April 10th, 11th and 12th.

The focus of the retreat was getting Labor more involved in the current social movements. The idea is that if the unions connect the social issues that their members are involved in or concerned about, it will help build a larger motivated membership.

The agenda was packed and very busy with most sessions running over the time allotted due to the amount of information that was disseminated. Topics of the sessions varied from the history of the how the labor and social movement have ebbed and flowed together throughout the last 150 years to how they build coalitions between unions and local social movements. There were also a couple of sessions about the importance of getting members involved to call and write letters to their representatives in Congress and the Senate.

We also got a rundown on how the candidates who were backed by the CWA fared in last year's elections. The candidates in New Jersey did better than the candidates in New York. The fate of the New York candidates was contributed to the lowest voter turnout since 1928. Along this same line was the fact that only 2% of all CWA membership was involved in getting people out to vote, this was also the lowest in decades.

The retreat was very informative and exhausting.

Submitted by Tammy Beebe

Important Announcements

Social Action Committee News

Member benefit: FSW has secured a Corporate Sponsorship package from LA Fitness which will provide all members and retirees with great savings on membership plans for the whole family! Please keep your eyes open for a detailed announcement about this new member benefit in the coming weeks. Also the Social Action committee is planning a FREE family bowling event for FSW members in June – more info on this to follow!

- **General Membership Meeting: Tuesday May 19th, 5:30 PM at the Union office.**
- **FSW is providing transportation for the DHS Staff Development day's event. Scheduled pick up begins at 9:30 AM @ 691 St. Paul St. and will run on the ½ hour between the sites.**
- **The Social Action Committee will be selling 50/50 raffle tickets to raise money to help local company SED and Providence Housing install a 5kW solar project to energize housing for the homeless. Please see Social Action Chair Brittany Granville, or Chelsey Franz for more details and visit <https://www.indiegogo.com/projects/roc-the-sun-solar-giveaway>**

Officers of the Federation of Social Worker's

Stewards

St. Paul St.

- Mary Hodge: 6th
- Leslie Gordon: 5th,
- Rosemarie Pinckney: 4th,
- Lasonia Simmons: 3rd,
- Frank Hartman: Basement, 1st & 2nd.

Westfall Rd.

- Sumarie Lopez: 6th & 7th
- Heidi Yandricha: 5th, Visitation, AHCPS
- Alma Lucas: 4th & 10th
- Gloria Johnson: Basement, 1st, 2nd, & 3rd

MCH.

- Ksenjia Vukelic

Children's Center.

- Bonaventure Banahene

CSEU.

- Tamara Marsh

YFP/Floating/Impact

- Vacant

Executive Board Members

President: Chad Kyler

Vice President: Peg Capuano

Grievance: Kendall Bell, Michelle Alaimo, Robert Way

Trustee's: Julie Garrett, Cyril Waugh

Secretary: Kathleen Gowans

Treasurer: Virginia Baggs

Committee's

Civil Rights & Equity: Latonya Wilcox

Communications: Jennifer Hartman

Elections: John Butler

Political Action: Tammy Beebe

Organizing: Troy Coffie

Social Action: Brittany Granville

Retiree's: John Rabbish

Membership: Nathalie Somerzaul-Rivera

Safety & Health: Jeanne Filipwoski

Women's: Ketina Hogan-Anderson

Education: MaryAnn Maher

Negotiations: Dan DeLorme (member at-large)

