



Federation of Social Workers IUE-CWA 81381

THE UNION REVIEW

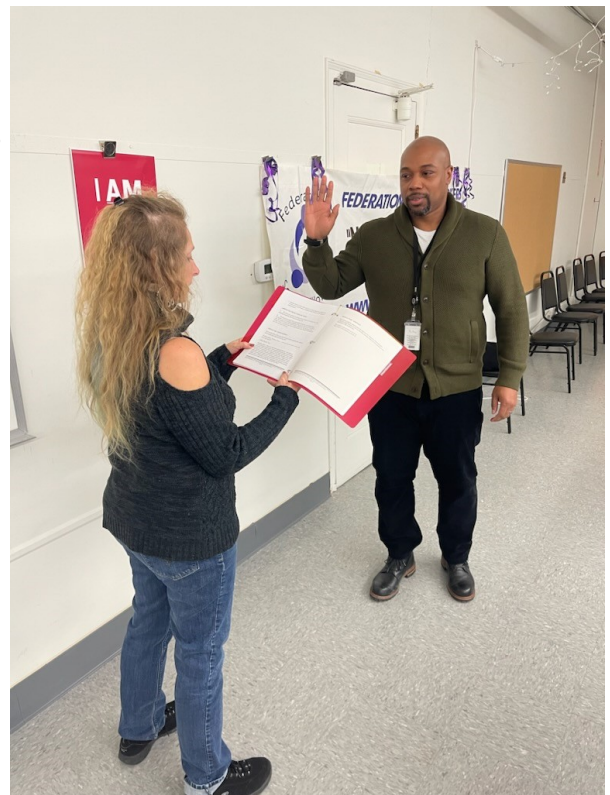
Dear Union Family,

WELCOME to all of our new members! Our bargaining unit is very excited to see so many new faces throughout the buildings over the last month, we have anxiously been awaiting all of you to join us. Most of you have been able to attend an FSW presentation during your orientation. Our CBA ensures every new bargaining unit member should be able to meet with the union during their orientation period (CBA 23.6) "The department agrees to allot a minimum of one (1) hour of every orientation period to the Federation during which a Federation representative will discuss with trainees contract administration." If you have not been allowed to attend such a meeting or presentation please reach out to your Steward or Grievance Co-Chair ASAP.

We know that some of the presentations did not cover all that we wished because of the sizes of the classes, and the acoustics. If you have questions or need more information on voluntary benefits through the union please do not hesitate to reach out to us at message@fsw-union.org or (585) 328-7170.

It is currently budget season in Albany, and members of our local have been very busy lobbying our state representatives on CWA District 1 priorities as well as campaigns our local union has endorsed. We will soon begin our rigorous endorsement process for County Executive, all 29 County Leg seats, and Family Court Judges. If this kind of work interests you please reach out to FSW Secretary Santosha Kuykendall, she is also currently acting as our Political Action Chair (kuykendall.santosha@gmail.com). PAC meets tomorrow—Saturday Feb 25th at 3 pm at the FSW Union Hall. All are welcome to attend.

We are aware there is an issue with the After Hours Stand By pay. It was reported that members using the correct Stand By SAP codes have not been issued the new compensation. HR is aware and is working on getting SAP updated. This agreement was signed December 16th 2022 and the new rates will be backdated to that date. We understand



Steward Timothy Buntley being sworn in by Grievance Co Chair Michelle McGrain



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

THE UNION REVIEW

it is frustrating to have to wait for this with an unknown fix date. This is the second recent agreement that members have had to wait several months to receive the new agreed upon compensation due to SAP programming issues. This is one of the issues we can talk about with our County Legislators as they are the ones who approve who manages SAP. We need to let them know these kinds of issues are occurring so they are prepared to ask the right questions during session.

Look out for the Union Review next week as we being a new Trivia Contest! We will put some Union related questions in the next Union Review and a winner will be chosen from the submitted correct responses. The winner will receive a \$25 Gift Card or 2 tickets to the Regal Theater. Dust off those FSW CBA books, a PDF version can also be found on our FSW website under the Documents Tab: <https://fsw-union.org/>

At the end of this issue of the Union Review you will find a flyer for the upcoming Organizer School sponsored by the Rochester Labor Council. Our Executive Board has approved to sponsor up to 10 members to attend this. This is a great opportunity to learn more about unions in general, but also how to help organize our members around specific campaigns. It is open for any member to attend, if you are interested please contact Christina to sign up (president@fsw-union.org). The school will start on a Friday night with a dinner meet and greet, and the school will be conducted over Saturday and Sunday during the day. If you normally work your County job during the weekend but want to attend please talk to Christina about the local covering your lost time asap.

We have a lot of upcoming events featured in this issue but more are being planned. We are preparing for our Monroe County Budget Presentation with County Legislator Howard Maffucci, which was very well attended last year. We also have a Women's Committee event coming up in a couple of weeks: What's the Tea and Cocoa, which will feature some of our very own FSW talent. If you have a talent you would like to showcase during the event or would like to help out please contact Women's Committee Chair Monica Locke (mlocke.pearl@gmail.com).

In Solidarity

Christina Christman

President FSW



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

**LINE DANCING CLASSES EVERY FRIDAY
NIGHT AT THE UNION HALL!
OPEN TO EVERY SKILL LEVEL, FREE FOR FSW 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

BLACK HISTORY month



Black History has been recognized in the month of February since the mid-1920s. Our collective struggle, steadfast perseverance, and unyielding resilience against systematic and institutional racism have come at a cost to our health and well-being.

These stresses are both seen and unseen and have impacted the health of generations in the African American community.

From being on the front lines during the pandemic to the egregious brutal beating of Tyre Nichols to the impact of food deserts in our communities these are all stark realities that take a toll on our collective health.

During the month of February, in celebration and commemoration of Black History Month, we will focus on Black Health and Wellness in a weekly informational series.

Mental Health Black Health and Wellness

High-functioning depression is common in our community, and it's easy to turn a blind eye to it. As Black people, we sometimes get so wrapped up in our work that we do not realize we are overworking and not taking care of ourselves. We think productivity = means we're okay. And it is okay not to be okay.



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Historically Black people and African Americans believe that discussions about mental illness would not be accepted well among their social circles. The myths and stigma that surround depression have created needless pain and confusion and can keep people from getting proper treatment. Statements like "Why are you depressed? If our people could make it through slavery, we can make it through anything" are a part of the problem. We must change this narrative and make time to heal; getting help is a sign of strength, not weakness.

Ways to Protect Your Mental Health

Being outside in nature is relaxing. It reduces your stress levels and has been shown to lower your blood pressure and heart rate while increasing your mood and improving mental health. Whether walking in your neighborhood or strolling through a national park, a mental health break is right outside your door. To find a park near you, scan the QR code with your phone camera (or type in the URL NPS.gov) And, let's honor our health and wellness this Black History Month by taking time out for ourselves.

In Solidarity,

CWA Human Rights Department





Federation of Social Workers IUE-CWA 81381

THE UNION REVIEW

Our FSW Member of the Month for January is **Christina Sydor**!

Christina Sydor has worked at MCDHS for 13 years and is currently a fraud investigator in SIU. Her contributions of service to the community, beyond her important job, are very impressive. They include:

- During the pandemic, Christina helped elderly and vulnerable people who needed to submit legal documents, but could not go out in public due their vulnerability to infection, by making home visits as a notary. On New Years Day, she and one of her fellow investigators visited homeless people residing at Motel 6 and brought them sparkling cider and confetti.
- Various DHS voluntary projects including: Covid transports (bringing homeless individuals to the covid hotel for quarantine), Covid grocery delivery (shopping for and delivering groceries and medication to quarantined Monroe County residents), Homeless outreach- Monroe County EO151/code blue, Emergency motel/hotel housing placement room checks, Civic Center Garage homeless relocation initiative, and Monroe County toy give away home delivery.
- Participation in charity events such as: Buffalo Ice Cycle-Roswell Park Comprehensive Cancer Center, RPD Sweat for SWAT- 911 memorial work out (proceeds to local first responders), Mammoth March: 20 mile timed trail hike (One Tree Planted-aids efforts of reforestation, conservation and protection of endangered forests), Muddy Princess obstacle course mud run (National Breast Cancer Foundation, Inc), secondhand dog rescue: home visits/ inspections for prospective adoption, and the Fast and the Furriest (Verona St. Animal Shelter)

Without a doubt, Christina Sydor is an extremely deserving Member of the Month!



TO NOMINATE AN FSW MEMBER FOR MEMBER OF THE MONTH:

<https://fsw-union.org/member-of-the-month-nominations>



Federation of Social Workers IUE-CWA 81381

THE UNION REVIEW

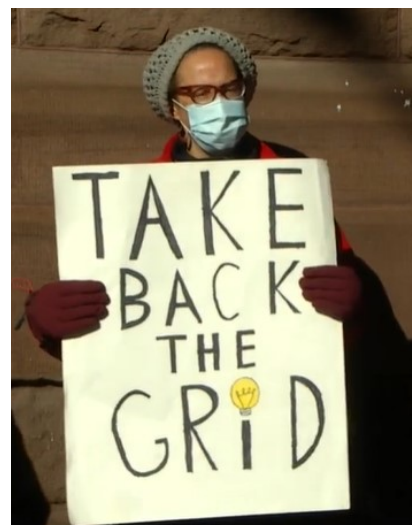
The FSW Member of the Month for February is **Jessica Kilpatrick**! Jessica Kilpatrick is a Senior Caseworker on the Child Protective Training team. She has been working at MCDHS for nine years. Jessica also serves as the FSW Mobilization Chair. Jessica Kilpatrick has been one of the union's strongest and most consistent voices informing the community about staffing issues at MCDHS. She has regularly spoken at meetings of the County Legislature regarding the impact of inadequate staffing and resources on those in greatest need in our community. Her contributions of personal time and effort have been exceptional.



Above: Jessica (on left) and FSW President Christina



Top Right: Speaking at February County Leg meeting



Top Bottom: Speaking at a protest against RGE Rate Hikes

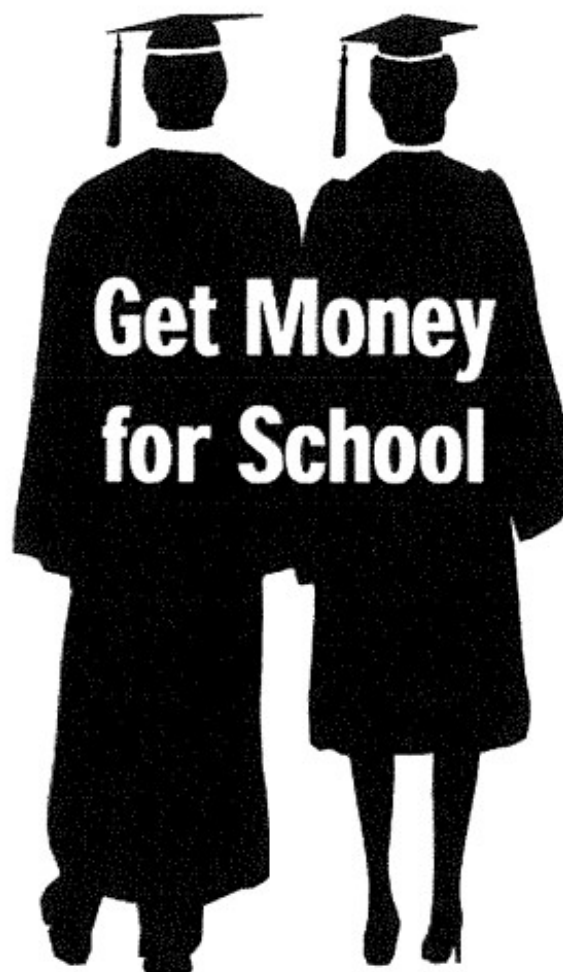
TO NOMINATE AN FSW MEMBER FOR MEMBER OF THE MONTH:

<https://fsw-union.org/member-of-the-month-nominations>



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW



IUE-CWA has 6 scholarships worth between \$2,500 and \$4,000 available for the 2023-24 school year.

The scholarships are available only to IUE-CWA members and their families. For details on eligibility and an application, go on-line to www.iue-cwa.org.

The application process opens on January 30, 2023 and closes on April 30, 23

You will find Scholarships by clicking on the Scholarship slide on the top of the main IUE-CWA web page or under the 'Members' tab. Please note that eligibility requirements vary for the individual scholarships and essays are required.

Applications will only be accepted on-line.



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Scholarships Available

Free Money for College For FSW Members and Families

CWA Joe Beirne Scholarship Program

- For CWA members, their spouses, children, and grandchildren
- Application deadline April 30th 2023
- <https://cwa-union.org/pages/beirne>

IUE-CWA Scholarship Program

- FOR IUE-CWA members, children, and grandchildren
- Application deadline is April 15th 2023
- <https://www.iue-cwa.org/scholarships>

FSW Ed Grabowski / Dina Fill Memorial Scholarship

- For children of FSW members
- Applications will open later this year
- Applicants are required to volunteer with FSW and can fulfill volunteer requirements now

Tuition Reimbursement programs are available for FSW members and Monroe County Employees only, more information will be released in an upcoming Union Review



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

THE UNION REVIEW



Do you want a role in picking the candidates who decide how much you earn and what sort of working conditions you are offered?



Join the Political Action Committee!
Federation of Social Workers
POLITICAL ACTION COMMITTEE

**Meeting: February 25th at 3 p.m.
at FSW Union Hall
740 Driving Park Ave Suite A**

At our February 25th meeting, we will be drafting the endorsement questions for County Legislator candidates. The County Leg candidates are the same people who, if elected, will vote on our next contract.

And here are the top three reasons why YOU should join the Political Action Committee:

- We endorse candidates for the positions (County Legislature, County Executive, Family Court) that affect what you do while you're at work and what YOU can afford to do when you're not at work. This is about YOU, so YOU should be part of the decision-making.
- We want to make our voices heard when it comes to the programs we administer and the services we provide. We are experts in our field and, collectively, have years of experience with Social Services work: when it comes to policies and regulations that affect our work, our voices should be heard by the decision-makers. Please join us and bring your expertise to the table.
- Our union's political action activities are also part of a larger picture: the fight for organized labor and the fight for better working conditions for ordinary people all over the United States. We fight like middle-class jobs and middle-class livelihoods are at stake -- because they are. Please join us in the fight.



RSVP: message@fsw-union.org (or just drop in)





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW



Join WXXI for a special FREE screening and discussion of ***Storming Caesars Palace***, which chronicles Ruby Duncan, iconic Las Vegas activist who kick started the grassroots movement that reshaped America's perception of mothers on welfare. The film will be followed by a panel discussion.

Indie Lens Pop Up presents Storming Caesars Palace
Monday, February 27 at 6:30-8:30 p.m.
The Little Theatre, Theatre 5
240 East Avenue, Rochester, NY

Panel Discussion Moderator:

Mohini Sharma is the Organizing Director for Metro Justice, she joined Metro Justice as staff in March 2017 after engaging in the Fight for \$15 and a Union as a volunteer and food service worker. She is a native of Rochester. Her experiences bartending and serving tables, as well as struggling with poverty while being a full time student, drive her dedication to build intersectional working class movements. After being the Rochester organizer for the NYS One Fair Campaign for tipped workers, Mohini is now leading several campaigns within Metro Justice. She is currently the primary staff person supporting Metro Justice's efforts around publicly controlled energy utilities, universal health care, and solidarity with local labor unions and community organizations.

Panelists:

Barbara Rivera is a housing activist and organizer in the city of Rochester. Born and raised. She has 2 children she loves very much. The love for her community is rooted in her work. Fights for tenants rights and homelessness. Believes in love and grace first and tough love last. "Everyone's story is important and holds value. All of our voices hold power."

Michael Marshall is currently serving as Regional Coordinator of the Rochester Poor People's Campaign, enrolled in the Master of Divinity Program at Colgate Rochester Crozer Divinity School, BA Anthropology/Women Studies, Bard College

Christina Christman is the President of the Federation of Social Workers. She was born and raised in Rochester, and was on Public Assistance for the majority of her childhood. As she was undergoing the application process for Public Assistance as an adult she became employed as an Examiner at the Monroe County Department of Human Services. She has a unique perspective as someone who was raised on the system, went through the system, works in the system, and also leads the labor union for many of the dedicated employees of DHS.



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

THE UNION REVIEW

Next Up: Happy Hour with Union Organizer

There is a growing excitement about union organizing throughout the country. Unions are growing everywhere. Organizers in some of our affiliate unions have been a critical part of that process.

Sometimes the process of forming a union or building the union you're already in can seem daunting. So Next Up wants to help de-mystify the process. Meeting with some of the key Organizers in the Rochester-area, you will find an opportunity to learn from some veterans of the on-the-ground fight to unionize our economy!

We hope that you'll join us for this great opportunity for some powerful conversation in a light-hearted atmosphere.





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

**RAISE
THE WAGE**



**Rochester rally to raise
the minimum wage!**

**Thursday, March 2nd
5:30pm
Liberty Pole, Rochester, NY**


**RAISE
UP
NY**
RAISEUPNY.COM



RSVP HERE

FSW President Christina Christman will be speaking at this rally as well as former FSW President and current IUE Staff Rep Kendall Bell. CWA D1 has endorsed this campaign. For more information: raiseupny.com



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

HUMANRIGHTS
CWA

Women's History Month 2023

Town Hall with Ellen Cassedy

Tuesday, March 21
7pm EST, Zoom

Scan QR code with phone camera
to register for the event



Join CWA Human Rights for our discussion with Ellen Cassedy,
labor leader of the renowned 9to5 movement.

Ellen will share her experience organizing women office workers to
victory after victory through her new book, *Working 9 to 5: A
women's movement, a labor union, and the iconic movie.*



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Helping Monroe County working families with
the high cost of child care



Workforce Development Institute's
Child Care Subsidy
Facilitated Enrollment Program

Income Guidelines

Effective June 1, 2022 -
May 31, 2023

Family Size	Max Income
2	\$54,930
3	\$69,090
4	\$83,250
5	\$97,410
6	\$111,570

Funds available for income eligible, working families who reside in the counties served by WDI.

Subsidy can be applied to licensed, registered or legally exempt day care, after school or summer camp programs.

**To receive an application,
complete a pre-screen by:**

Scanning the **QR Code**,
Visiting **WDINY.ORG/CHILDCARE**
or by phone **585-530-2402**





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

THE UNION REVIEW



Important: ALL Union Members:

2023 is an election year, and our Local uses the IUE-CWA Newspaper, "The Bolt," to send nomination and election notices to your homes as required by Federal Law.

All Local Members should update their mailing address with the Local Union as soon as possible to ensure that you receive the nomination and election notices. We have forms available to update your address. Please see your steward or a Local officer to fill out the form ASAP to make sure you are on the mailing list with the correct address.



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

THE UNION REVIEW

**IF YOU ARE AN FSW MEMBER CONTACT
CHRISTINA AT president@fsw-union.org
TO SIGN UP FOR THIS OPPORTUNITY**

ROCHESTER NEXT UP, AFL-CIO
PRESENTS:

ORGANIZER SCHOOL

**PUTTING THE MOVEMENT BACK IN THE
LABOR MOVEMENT BY LEARNING TO:**

- Increase activity of current members
- Help workers form new unions
- Learn committee building tools
- Build internal union leadership development tools
- Review case studies from recent campaigns

FRIDAY APRIL 28TH - SUNDAY APRIL 30TH

OPEN TO UNION MEMBERS, STAFF, LEADERS AND
COMMUNITY ALLIES OF THE LABOR MOVEMENT

FOOD AND MATERIALS WILL BE PROVIDED
TICKET - \$180

**SCHOLARSHIPS ARE AVAILABLE UPON REQUEST!
REGISTER AND REQUEST SCHOLARSHIPS ONLINE BY APRIL 14 AT:
[ROCLABORFED.ORG/OS2023SPRING](https://roclaborfed.org/os2023spring)**



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

THE UNION REVIEW

FSW Stewards

St Paul St (LaTonya)

Barlue Allen - *1st & 2nd Floor*

Julie Garrett - *6th Floor*

Alex Gorski - *3rd Floor*

Gina Macaluso - *5th Floor*

Ryan Markajani - *4th Floor*

CESU/Public Defender (LaWanda)

Teresa Harvey

Detention Center (Michelle)

Jamaal Holland

Westfall Rd (LaSonia)

Darius Weaver - *1st & 2nd Floor*

Natasha Collins - *3rd & 4th Floor*

Brittany Everett - *5th Floor*

Sumarie Lopez - *6th Floor*

Timothy Buntley - *7th & 10th Floor*

MCH/Bivona/Jay St (LaWanda)

Lara Festa

FSW Executive Board

President: Christina Christman

Vice President: LaWanda Shipman

Secretary: Santosha Kuykendall

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: Kylie Ciufu

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