



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Tentative Agreement

Vote!



The link for the Tentative Agreement will be sent out Monday January 22nd 2024, it will arrive in your work e-mail unless you have already arranged with Percy to have it sent to your personal email address. Please check your Spam and Junk folders if you do not see it.

The link will only be sent to DUES PAYING union members. Only DUES PAYING members can vote on this agreement. If you do not receive the link but think you should have you can contact Percy at percunion1@gmail.com. If you want to join the union to vote please contact Joyce at message@fsw-union.org asap.

Do not forward the link you receive to another person. Each link is only valid for one vote. You cannot be sent another link once your link has been used to vote.

Any and all questions relating to voting should be sent to Percy at percunion1@gmail.com. Any questions about the actual agreement can be sent to president@fsw-union.org.

The individualized reports were not completed as we have received them in the past. These were by title and not by name. Any questions on what your specific pay or health insurance changes would be can be sent to president@fsw-union.org.

Voting will end Friday January 26th 2024 at NOON. We will notify you of the results.



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Here are some of the top questions we received during the information sessions:

1.) Is the agreement retro to January 1st?

Yes - the agreement was signed prior to January 1st so if this is ratified it will be retro to January 1st. The changes will not occur until after the agreement has been approved by the County Legislature. We hope that it can be done at the February meeting but we may have to wait until the March meeting. As soon as we know we will send out that information.

2.) What is the Grace Period to retire under the old contract?

Since the Category 1 retiree health insurance benefits would change we heard some of you will utilize this Grace Period to retire if this agreement passes. You would have to notify Human Resources by March 31st 2024 of your intent to retire but you have until June 30th 2024 to actually retire and keep the same health insurance retiree benefits.

3.) Do I have to use my own time for the Wellness Days?

Yes, it is not a new bank. You can use time from any of the banks you currently have.

4.) Detention Center Show Allowance: Do I have to buy boots, why does it say I can't wear sneakers?

The show allowance should be used to buy "law enforcement type athletic boots". This does include approved sneakers. All currently accepted/approved footwear will be still be allowed.

Additional Points:

- Retention Bonuses are ending with the October 2024 payment. It was a Memorandum of Agreement, not part of the contract. The funding for the bonuses was already set aside using the staff vacancies we had in previous years.
- There is an entirely new salary schedule. It is not the same as either the Pre or Post 2016 schedules. None of the Steps line up with the current schedules. You will not transfer over to the new salary schedule in your current step. You will move to a different Step on the new schedule. If you are already maxed out you do not move to the last Step on the new Schedule. No one will make less money moving to the new schedule - in fact everyone will make more even before the percent increases start. Everyone in Step X will move to Step A in the conversion, there is no more Step X. Everyone will have more Steps on the new salary schedule.



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Check your Step Increases/Evaluations

There have been numerous instances of members missing their yearly evaluations and step increases. With the potential of new salary schedules and more step increases coming members should checking that they have not missed any.

If you are missing one you can notify HR at dfa2a26.dl.hr.dss@dfa.state.ny.us. HR has been diligent about issuing retro pay as it is brought to their attention. If there is a discrepancy then you should consult with your union representative.

Per our CBA: Section 5.9: Employees shall receive increments effective the first full pay period of the month in which their anniversary date occurs.

To check your Step Increases:

- 1.) Open up SAP
- 2.) Employee Self Service
- 3.) Personal Profile
- 4.) Display Current Roster
- 5.) At the bottom half you can see all the changes to your pay over the years

The Column that reads PS Grp is your Pay Group

The Column that reads PS Level is your Step Level

Under Action it will say: Perf Appraisal Eval Main't

Under Reason it will say: passed annual evaluation





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FSW Meet & Greet

Friday January 26th 2024

St Paul St Building, Room to be announced

12 pm–2 pm

- Meet your FSW Union Representatives
- Ask Questions
- Learn about Union benefits

Sponsored by the FSW Education Committee

LABOR UNIONS:

THE FOLKS WHO BROUGHT YOU THE WEEKEND.

CHILD LABOR LAWS, OVERTIME,

MINIMUM WAGE, INJURY PROTECTION,

WORKMENS COMPENSATION INSURANCE,

PENSION SECURITY, RIGHT TO ORGANIZE . .ETC.



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THE UNION REVIEW

Tax Time!

Are my union dues deductible on my taxes?

FEDERAL: Not currently. In 2017 the Tax Cuts & Jobs Act was signed into law, which not only reduced the corporate tax rate but also increased standard deductions and limited many personal exemptions. This included denying union members the ability to deduct their dues from their itemized deductions. This is a temporary action and expires after 2025.

There is current pending legislation in the federal government to make union dues tax deductible whether you itemize or not. The Tax Fairness for Workers Act has been cosponsored by both NY Senators as well as our local representative in the House of Representatives. During the CWA National Convention delegates voted for CWA to endorse this and other legislation that would reform tax codes to support working people over corporations.

NY STATE: Yes, if you itemize your taxes instead of claiming the standard deduction for your NYS filing. As the federal tax laws changed in 2017 NYS changed the state tax code so that households and individuals could still itemize and claim deductions and exemptions that the 2017 Tax Cuts & Jobs Act took away. You should always consult a professional to determine whether taking the standard deduction or itemizing works better for your particular situation.





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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

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 Now!

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

Apply online today!

unionplus.org/scholarships

DEADLINE IS JANUARY 31st 2024

SIGN UP FOR SCHOLARSHIPS

YOUR UNION IS: IUE - CWA
YOUR LOCAL NUMBER IS: 81381
CWA DISTRICT 1

FREE MONEY FOR COLLEGE



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



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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



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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: Jessica Kilpatrick

Retiree: John Rabish