

On January 1st 2025 the entire bargaining unit moves to a new Salary Schedule! There have been many questions (and confusion) about the upcoming pay raise, so here is a little explanation.

Every different title (Case Work Aide, Examiner, Case Worker, Youth Detention Worker ect) is in a specific Pay Group. Case Work Aide is in Pay Group 49, Examiner is in Pay Group 52, Case Worker is in Pay Group 54 and so on.

There are a range of Steps within your Pay Group. Generally when you are hired you start at Step A and every year when you pass your evaluation you move up one Step in your Pay Group, either on your hire date or if you were promoted it will be on the anniversary of the date you were promoted.

You can easily identify your current Pay Group and Step in SAP. Under the Employee Self Service Tab, you click into Personal Profile and then into Display Current Roster. On the bottom right of the first screen the Field labeled PS GRP lists your Pay Group and the field PS LVL is your current Step. As you scroll down you can see changes to your employment history.

Over the last few years we have had many special out of contract pay increases, so it can be a little confusing to review. On January 1st it will list Pay Scale Increase under the Reason Field. You will stay in the SAME Pay Grade and the SAME Step, but we all move to a new Salary Schedule.

The NEW 2025 Salary Schedule is listed on the following pages, and can always be found on the FSW website (along with the 2026 Salary Schedule).

We are still discovering people who have missed pay raises due to not receiving their evaluations timely, so be sure to review in your Roster if you received your mid year raises on your anniversary date. Under Action it will state Perf Appraisal Eval Main't and under Reason it will state Passed annual eval. You will receive your retro pay back to when you should have if you were missed. Please contact a Steward or Grievance Co -Chair if you need assistance.

Retention Bonuses: The Monroe County Budget was passed last week by the County Legislature, and bonuses were not included in the budget. ARPA funding still needs to be allocated by December 31st, and the Legislature does not have any more full meetings scheduled before then. The County could always allocate money in the General Fund for bonuses, but that does not seem likely either. We will continue to advocate for them.

# Federation of Social Workers IUE-CWA 81381 THE UNION REVIEW

#### 2025 SALARY SCHEDULE FEDERATION OF SOCIAL WORKERS (FSW)

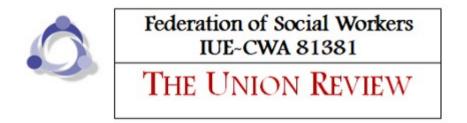
GROUP		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
46	ANNUALIZED	28,469.88	29,608.62	30,793.04	32,024.70	33,305.69	34,638.09	35,330.79	36,037.58	36,758.20	37,493.43	38,243.29	39,008.02
	PAYROLL YEAR	28,360.80	29,495.18	30,675.06	31,902.00	33,178.08	34,505.38	35,195.42	35,899.50	36,617.36	37,349.78	38,096.76	38,858.56
	70 HOUR	15.5829	16.2061	16.8544	17.5286	18.2297	18.9590	19.3381	19.7250	20.1194	20.5219	20.9323	21.3509
	75 HOUR	14.5440	15.1258	15.7308	16.3600	17.0144	17.6951	18.0490	18.4100	18.7782	19.1538	19.5368	19.9275
	80 HOUR	13.6350	14.1804	14.7476	15.3375	15.9510	16.5891	16.9209	17.2594	17.6045	17.9566	18.3158	18.6820
	BI-WEEKLY	1,090.80	1,134.43	1,179.81	1,227.00	1,276.08	1,327.13	1,353.67	1,380.75	1,408.36	1,436.53	1,465.26	1,494.56
47	ANNUALIZED	30,462.62	31,681.22	32,948.38	34,266.43	35,636.94	37,062.26	37,803.76	38,559.88	39,331.13	40,117.53	40,919.84	41,738.34
	PAYROLL YEAR	30,345.90	31,559.84	32,822.14	34,135.14	35,500.40	36,920.26	37,658.92	38,412.14	39,180.44	39,963.82	40,763.06	41,578.42
	70 HOUR	16.6736	17.3406	18.0341	18.7556	19.5057	20.2859	20.6917	21.1056	21.5277	21.9581	22.3973	22.8453
	75 HOUR	15.5620	16.1845	16.8319	17.5052	18.2053	18.9335	19.3123	19.6985	20.0925	20.4943	20.9042	21.3223
	80 HOUR	14.5894	15.1730	15.7799	16.4111	17.0675	17.7501	18.1053	18.4674	18.8368	19.2134	19.5976	19.9896
	BI-WEEKLY	1,167.15	1,213.84	1,262.39	1,312.89	1,365.40	1,420.01	1,448.42	1,477.39	1,506.94	1,537.07	1,567.81	1,599.17
49	ANNUALIZED	34,640.70	36,026.09	37,467.33	38,966.00	40,524.69	42,145.76	42,988.79	43,848.52	44,725.48	45,620.19	46,532.39	47,463.11
	PAYROLL YEAR	34,507.98	35,888.06	37,323.78	38,816.70	40,369.42	41,984.28	42,824.08	43,680.52	44,554.12	45,445.40	46,354.10	47,281.26
	70 HOUR	18.9604	19.7187	20.5076	21.3279	22.1810	23.0683	23.5297	24.0003	24.4803	24.9700	25.4693	25.9787
	75 HOUR	17.6964	18.4042	19.1404	19.9060	20.7023	21.5304	21.9611	22.4003	22.8483	23.3053	23.7714	24.2468
	80 HOUR	16.5904	17.2539	17.9441	18.6619	19.4084	20.1848	20.5885	21.0003	21.4203	21.8488	22.2856	22.7314
	BI-WEEKLY	1,327.23	1,380.31	1,435.53	1,492.95	1,552.67	1,614.78	1,647.08	1,680.02	1,713.62	1,747.90	1,782.85	1,818.51
50	ANNUALIZED	36,805.18	38,277.22	39,808.24	41,400.60	43,056.91	44,778.99	45,674.48	46,587.98	47,520.01	48,470.31	49,439.93	50,428.59
	PAYROLL YEAR	36,664.16	38,130.56	39,655.72	41,241.98	42,891.94	44,607.42	45,499.48	46,409.48	47,337.94	48,284.60	49,250.50	50,235.38
	70 HOUR	20.1451	20.9509	21.7889	22.6604	23.5670	24.5096	24.9997	25.4997	26.0099	26.5300	27.0607	27.6019
	75 HOUR	18.8021	19.5542	20.3363	21.1498	21.9958	22.8756	23.3331	23.7998	24.2758	24.7614	25.2566	25.7618
	80 HOUR	17.6270	18.3320	19.0653	19.8279	20.6211	21.4459	21.8748	22.3123	22.7586	23.2138	23.6781	24.1516
	BI-WEEKLY	1,410.16	1,466.56	1,525.22	1,586.23	1,649.69	1,715.67	1,749.98	1,784.98	1,820.69	1,857.10	1,894.25	1,932.13
51	ANNUALIZED	39,294.86	40,866.86	42,501.24	44,201.39	45,969.41	47,808.15	48,764.46	49,739.81	50,734.49	51,749.25	52,784.12	53,839.86
	PAYROLL YEAR	39,144.30	40,710.28	42,338.40	44,032.04	45,793.28	47,624.98	48,577.62	49,549.24	50,540.10	51,550.98	52,581.88	53,633.58
	70 HOUR	21.5079	22.3683	23.2629	24.1934	25.1611	26.1676	26.6910	27.2249	27.7693	28.3247	28.8911	29.4690
	75 HOUR	20.0740	20.8770	21.7120	22.5805	23.4837	24.4231	24.9116	25.4098	25.9180	26.4364	26.9651	27.5044
	80 HOUR	18.8194	19.5723	20.3550	21.1693	22.0160	22.8966	23.3546	23.8218	24.2981	24.7841	25.2798	25.7854
	BI-WEEKLY	1,505.55	1,565.78	1,628.40	1,693.54	1,761.28	1,831.73	1,868.37	1,905.74	1,943.85	1,982.73	2,022.38	2,062.83

## Federation of Social Workers IUE-CWA 81381



#### 2025 SALARY SCHEDULE FEDERATION OF SOCIAL WORKERS (FSW)

GROUP		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
52	ANNUALIZED	41,784.80	43,455.98	45,194.24	47,001.92	48,881.91	50,837.32	51,853.91	52,891.13	53,948.70	55,027.94	56,128.57	57,251.13
92	PAYROLL YEAR	41,624.70	43,289.48	45,021.08	46,821.84	48,694.62	50,642.54	51,655.24	52,688.48	53,742.00	54,817.10	55,913.52	57,031.78
	70 HOUR	22.8707	23.7854	24.7369	25.7263	26.7553	27.8256	28.3820	28.9497	29.5286	30.1193	30.7217	31.3361
	75 HOUR	21.3459	22.1997	23.0877	24.0112	24.9717	25.9705	26.4899	27.0197	27.5600	28.1113	28.6736	29.2470
	80 HOUR	20.0119	20.8123	21.6448	22.5105	23.4109	24.3474	24.8343	25.3310	25.8375	26.3544	26.8815	27.4191
	BI-WEEKLY	1,600.95	1,664.98	1,731.58	1,800.84	1,872.87	1,947.79	1,986.74	2,026.48	2,067.00	2,108.35	2,150.52	2,193.53
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53	ANNUALIZED	44,599.16	46,383.09	48,238.54	50,168.12	52,174.68	54,261.90	55,346.88	56,454.04	57,583.13	58,734.92	59,909.68	61,107.67
	PAYROLL YEAR	44,428.28	46,205.38	48,053.72	49,975.90	51,974.78	54,054.00	55,134.82	56,237.74	57,362.50	58,509.88	59,680.14	60,873.54
	70 HOUR	24.4111	25.3876	26.4031	27.4593	28.5576	29.7000	30.2939	30.8999	31.5179	32.1483	32.7913	33.4470
	75 HOUR	22.7838	23.6951	24.6429	25.6287	26.6538	27.7199	28.2743	28.8398	29.4167	30.0050	30.6052	31.2173
	80 HOUR	21.3598	22.2141	23.1028	24.0269	24.9879	25.9875	26.5071	27.0374	27.5781	28.1298	28.6924	29.2661
	BI-WEEKLY	1,708.78	1,777.13	1,848.22	1,922.15	1,999.03	2,079.00	2,120.57	2,162.99	2,206.25	2,250.38	2,295.39	2,341.29
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54	ANNUALIZED	47,521.84	49,422.70	51,399.77	53,455.67	55,593.78	57,817.76	58,974.26	60,153.45	61,356.66	62,583.62	63,835.38	65,112.19
	PAYROLL YEAR	47,339.76	49,233.34	51,202.84	53,250.86	55,380.78	57,596.24	58,748.30	59,922.98	61,121.58	62,343.84	63,590.80	64,862.72
	70 HOUR	26.0109	27.0513	28.1334	29.2587	30.4290	31.6463	32.2793	32.9247	33.5833	34.2549	34.9400	35.6389
	75 HOUR	24.2768	25.2479	26.2578	27.3081	28.4005	29.5365	30.1273	30.7298	31.3444	31.9713	32.6107	33.2629
	80 HOUR	22.7595	23.6699	24.6168	25.6014	26.6254	27.6905	28.2444	28.8091	29.3854	29.9730	30.5725	31.1840
	BI-WEEKLY	1,820.76	1,893.59	1,969.34	2,048.11	2,130.03	2,215.24	2,259.55	2,304.73	2,350.83	2,397.84	2,445.80	2,494.72
55	ANNUALIZED	50,877.77	52,912.79	55,029.24	57,230.51	59,520.01	61,900.59	63,138.51	64,401.49	65,689.52	67,003.14	68,343.37	69,710.23
	PAYROLL YEAR	50,682.84	52,710.06	54,818.40	57,011.24	59,291.96	61,663.42	62,896.60	64,154.74	65,437.84	66,746.42	68,081.52	69,443.14
	70 HOUR	27.8477	28.9616	30.1200	31.3249	32.5780	33.8810	34.5586	35.2499	35.9549	36.6739	37.4074	38.1556
	75 HOUR	25.9912	27.0308	28.1120	29.2366	30.4061	31.6223	32.2547	32.8998	33.5578	34.2289	34.9136	35.6119
	80 HOUR	24.3668	25.3414	26.3550	27.4093	28.5058	29.6459	30.2388	30.8436	31.4605	32.0896	32.7315	33.3861
	BI-WEEKLY	1,949.34	2,027.31	2,108.40	2,192.74	2,280.46	2,371.67	2,419.10	2,467.49	2,516.84	2,567.17	2,618.52	2,670.89
56	ANNUALIZED	54,557.87	56,740.10	59,009.75	61,370.24	63,824.94	66,377.78	67,705.23	69,059.30	70,440.51	71,849.12	73,286.19	74,751.97
	PAYROLL YEAR	54,348.84	56,522.70	58,783.66	61,135.10	63,580.40	66,123.46	67,445.82	68,794.70	70,170.62	71,573.84	73,005.40	74,465.56
	70 HOUR	29.8620	31.0564	32.2987	33.5907	34.9343	36.3316	37.0581	37.7993	38.5553	39.3263	40.1129	40.9151
	75 HOUR	27.8712	28.9860	30.1455	31.3513	32.6053	33.9094	34.5876	35.2793	35.9849	36.7046	37.4387	38.1875
	80 HOUR	26.1293	27.1744	28.2614	29.3919	30.5675	31.7901	32.4259	33.0744	33.7359	34.4105	35.0988	35.8008
	BI-WEEKLY	2,090.34	2,173.95	2,260.91	2,351.35	2,445.40	2,543.21	2,594.07	2,645.95	2,698.87	2,752.84	2,807.90	2,864.06
GROUP		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L
57	ANNUALIZED	58,996.70	61,356.66	63,810.85	66,363.43	69,017.80	71,778.65	73,214.15	74,678.63	76,172.07	77,695.52	79,249.52	80,834.31
	PAYROLL YEAR	58,770.66	61,121.58	63,566.36	66,109.16	68,753.36	71,503.64	72,933.64	74,392.50	75,880.22	77,397.84	78,945.88	80,524.60
	70 HOUR	32.2916	33.5833	34.9266	36.3237	37.7766	39.2877	40.0734	40.8750	41.6924	42.5263	43.3769	44.2443
	75 HOUR	30.1388	31.3444	32.5982	33.9021	35.2582	36.6685	37.4019	38.1500	38.9129	39.6912	40.4850	41.2947
	80 HOUR	28.2551	29.3854	30.5608	31.7833	33.0545	34.3768	35.0643	35.7656	36.4809	37.2105	37.9548	38.7138
	BI-WEEKLY	2,260.41	2,350.83	2,444.86	2,542.66	2,644.36	2,750.14	2,805.14	2,861.25	2,918.47	2,976.84	3,036.38	3,097.10
58	ANNUALIZED	63,435.01	65,972.45	68,611.42	71,355.83	74,210.13	77,178.48	78,722.04	80.296.39	81,902.32	83,540.10	85,211.02	86,915.35
	PAYROLL YEAR	63,191.96	65,719.68	68,348.54	71,082.44	73,925.80	76,882.78	78,420.42	79,988.74	81,588.52	83,220.02	84,884.54	86,582.34
	70 HOUR	34.7209	36.1097	37.5541	39.0563	40.6186	42.2433	43.0881	43.9499	44.8289	45.7253	46.6399	47.5727
	75 HOUR	32.4061	33.7024	35.0505	36.4525	37.9107	39.4271	40.2156	41.0199	41.8402	42.6770	43.5306	44.4012
	80 HOUR	30.3808	31.5960	32.8599	34.1743	35.5413	36.9629	37.7021	38.4561	39.2253	40.0096	40.8099	41.6261
	BI-WEEKLY	2,430.46	2,527.68	2,628.79	2,733.94	2,843.30	2,957.03	3,016.17	3,076.49	3,138.02	3,200.77	3,264.79	3,330.09
59	ANNUALIZED	68,414.36	71,150.95	73,996.89	76,956.89	80,035.13	83,236.55	84,901.21	86,599.28	88,331.01	90,097.72	91,899.67	93,737.63
	PAYROLL YEAR	68,152.24	70,878.34	73,713.38	76,662.04	79,728.48	82,917.64	84,575.92	86,267.48	87,992.58	89,752.52	91,547.56	93,378.48
	70 HOUR	37.4463	38.9441	40.5019	42.1220	43.8069	45.5591	46.4703	47.3997	48.3476	49.3146	50.3009	51.3069
	75 HOUR	34.9498 32.7655	36.3479 34.0761	37.8018 35.4391	39.3139 36.8568	40.8864 38.3310	42.5218 39.8643	43.3723 40.6615	44.2397 41.4748	45.1244 42.3041	46.0269 43.1503	46.9475 44.0133	47.8864 44.8935
	80 HOUR BI-WEEKLY												
	DI-WEEKLY	2,621.24	2,726.09	2,835.13	2,948.54	3,066.48	3,189.14	3,252.92	3,317.98	3,384.33	3,452.02	3,521.06	3,591.48



## Parking and Boot Stipends Still Owed

There are several groups of members who have not received the stipends owed to them by the County. Members downtown at the Public Defenders Office and the Office of the Conflict Defender are still owed the \$600 annual parking stipend, the County has stated it will be included in the next paycheck on 12/27/2024. Members at Child Support should have received their parking stipend last month.

Members at the Children's Detention Center have not yet received their \$150 Boot Stipend. The County is unable to give us a date on when those will be issued, but they do not anticipate it will be in that 12/27/2024 paycheck. We will keep you updated as the information is relayed to us.

Contract Corner

#### **Mental Health Days**

Section 29.15 of our collective bargaining agreement allows all full time (and part-time employees with accruals) will be permitted to use up to 4 accrued days, one per quarter, for mental health (wellness) related call-ins, without counting as an occurrence under the County's Time and Attendance Policy. Where an employee exhausted his/her accruals, he/she shall be permitted to use unpaid day for such leave. Notwithstanding the above, employees may not use a mental health/ wellness call in day on the day before or after observed County holiday.



## Federation of Social Workers IUE-CWA 81381

# THE UNION REVIEW



# **December Holiday Meet & Greet**









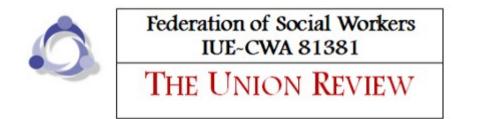
# Federation of Social Workers IUE-CWA 81381 THE UNION REVIEW



FSW members attended the 2024 Rochester Labor Council Awards Dinner on December 12th. Our very own Tony Hiller played with "A Few Bad Apples" to open the night! Congrats to members Julie Garrett, Sharifa Prior, and Monica Locke for receiving honorable mentions. FSW was shouted out by several award winners during the night for our solidarity and support of other unions. Monroe County Legislator Carolyn Delvecchio Hoffman (pictured on the far right) joined in the fun.



FSW Trustee Brittany Everett traveled to Washington DC last month with her IUE-CWA Mentorship Class to advocate for legislation that would protect and advance the rights of working people.



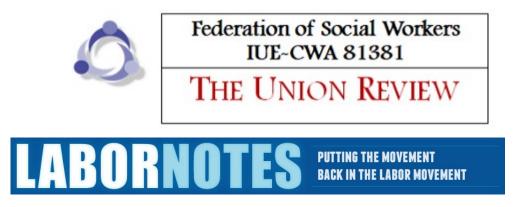
### **Good Cause Eviction Passes Rochester City Council**

In January 2024 FSW members voted to endorse the City Wide Tenant Union of Rochester's campaign for Rent Stabilization in Rochester, including opting in to Good Cause Eviction. On Tuesday night the Rochester City Council voted to have Rochester opt in to Good Cause Eviction, now the legislation just needs to be signed by Mayor Evans to be enacted.

Over the past year members have attended and spoken at rallies, press conferences, and City Council meetings to put the pressure on City Council to move this legislation. Our local has a long history of being involved in social and economic justice movements in our community, and it is included in our local bylaws that we actively participate in the formation of and administration of policies relative to the working arrangements, conditions, safety and human rights that affect the welfare and dignity of not only our members but also the wider community we serve

Through our work we are in the position to witness how legislation and policies effect the most vulnerable and under represented members of our community, and we have a moral duty to speak up and advocate for fair and just laws.





# Stewards' Workshop: Holding Effective Meetings

Meetings can be a way for shop stewards to bring their co-workers together to build strength in their fight against the boss—when they're run effectively.

When: Wednesday, January 29 Time: 7:00 p.m. to 8:30 p.m. Eastern (4:00 p.m. to 5:30 p.m. Pacific) Where: This is an online workshop and will be held via Zoom.



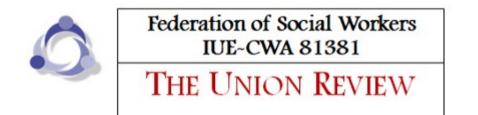
# Labor Notes National Call: Union Solidarity with Immigrant Workers

Trump and his CEO pals are fomenting fear among immigrant workers and sowing divisions that undermine organizing for all of us. Unfortunately, some workers fall for their divide-and-conquer tactics

As we prepare to fight, we must also unify our ranks by talking to our co-workers and strengthening bonds of solidarity.

When: Monday, January 6 Time: 8 p.m. - 9:30 p.m. ET / 5:00 p.m. - 6:30 p.m. PT Where: This is an online event and will be held via Zoom

These workshops are open to any FSW member in good standing, please contact Christina at president@fsw-union.org to sign up.



# <u>CWA and NJPP Issue Joint Report on Critical Understaffing</u> <u>in Social Services for N.J.</u>

A new report from CWA and New Jersey Policy Perspective (NJPP) finds that declining staffing and increasing caseloads are impacting the ability of social service workers to assist New Jersey residents.

"Understaffed and Underfunded: Barriers to Effective Anti-Poverty Assistance" includes findings from surveys conducted with nearly 600 CWA members working in social services in N.J. Across multiple agencies surveyed from 2019 to 2023, staffing levels decreased by 3% while caseloads increased by 32%. Nearly 3/4 of



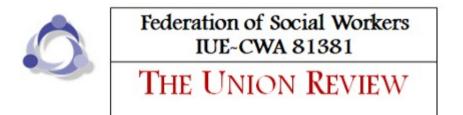
respondents reported that understaffing prevents families from receiving benefits in a timely manner.

"Our agency primarily services low-income families and is designed to assist with their financial struggles," said Chair of the CWA Welfare Council and CWA Local 1084 Steward Tyniquah Mullen. "On the other hand, it isn't servicing the financial needs of their staff to help the individuals in the community we serve; the staffing shortage is causing a significant delay in ensuring vital anti-poverty assistance to the residents in our respective counties."

"I became a social service employee to get people the same help that I relied on when I was serving our country," said Ocean County Board of Social Services Chapter VP and CWA Local 1088 member Steven Hernandez. "During my tenure in social service work in New Jersey, low pay and short staffing have led to increasing stress, low morale, and the loss of time to work closely with our clients to get them the help they need. Fortunately, at Ocean County we recently ratified a contract to significantly increase starting pay. That has led to us hiring 60 new employees. All counties and the state need to prioritize increasing pay and taking this staffing shortage seriously. Our communities deserve fully staffed social service agencies where the workers are fairly paid and have reasonable workloads so that we can offer the quality of care that we got into this work to provide."

The report also includes insights from CWA Local 1087 President Joanne McWilliams and CWA Local 1085 member Paul Watkins.

The report is posted on the FSW website, and can also be found here: https://www.njpp.org/publications/report/understaffed-and-underfunded/



## **<u>CWA Leads Rally to Secure Fair Social Security Benefits for</u>**

**Public Service Workers** 



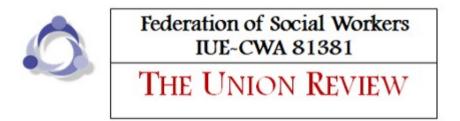
CWA PHEW Vice President Margaret Cook addresses public service workers and supporters at a rally on Capitol Hill.

Last week, CWA cosponsored a rally of union members and lawmakers on Capitol Hill to advocate for fairness in Social Security for public service workers. Under current law, millions of public service workers see their retirements unfairly slashed and reduced after lifetimes of serving their communities because of unfair offsets created by the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP). A bill currently before the Senate, the Social Security Fairness Act, would fix the GPO-WEP provisions and restore the promise of a fair retirement for dedicated public service workers.

CWA Public, Healthcare and Education Workers (PHEW) Vice President Margaret Cook shared stories of CWA members impacted by this unjust policy. "I think about regular folks who have dedicated their lives through careers of service—folks like CWA member and Columbus, Ohio, retiree Susan, who got up and went to work every day for decades to help with nutritional needs for children in her city and serve those in real need. Susan didn't ask for much from that work, but what she counted on was being able to retire with dignity and security in the community she'd worked so hard to strengthen."

CWA was joined by Senator Sherrod Brown (D-Ohio), Senator Chuck Schumer (D-NY) and union leaders and activists from AFL-CIO, AFSCME, AFT, NARFE, NEA, SEIU, AFGE, IAFF, and others. CWA represents more than 130,000 public service workers across the country who have dedicated their careers to serving their communities.

The legislation passed the House in November with bipartisan support of 327 to 75. Senate Majority Leader Chuck Schumer (D-NY) has promised to bring the legislation to a floor vote before the Senate before the end of this session, December 31st.



#### FSW Endorses NY Renews Campaign

At the FSW October Membership Meeting a representative from NY Renews gave a presentation and our membership voted to become an official partner in their campaign. They have several events coming up that members can be a part of. NY Renews is a coalition of over 380 environmental, justice, faith, labor and community groups, and the force behind the nation's most progressive climate law.

NY Renews has 4 major policies they are focusing on:

- 1. <u>Good Jobs</u>: Create thousands of clean energy jobs throughout New York state.
- 2. <u>Environmental Justice</u>: Support low-income communities disproportionately hurt by climate change with revenue generated by a fee to polluters.
- 3. <u>100% Clean & Renewable Energy</u>: Foster a transition to 100% clean, renewable energy by 2050 with a benchmark goal of 50% by 2030.
- 4. <u>Worker Protection</u>: Advocate for economic justice in the transition to a 100% clean energy economy that puts workers and families first.

**FSW is looking for a Campaign Lead for this partnership.** You would be the liaison between FSW and the NY Renews campaign. Please let Christina know if you are interested at president@fsw-union.org

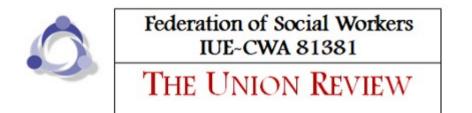
If you are concerned about Climate Change and want to be a part of the solution—this campaign would be a great way to get involved! You don't have to be the Campaign Lead to be involved, anyone can join.

### **NY Renews Info Session**

Thursday 1/9/2024 Williams Gallery at First Unitarian Church 220 Winton Rd S, Rochester, NY 14610 actionnetwork.org/events/fund-climate-teach-in









FSW MEMBERSHIP MEETING

# Tuesday January 22nd 2024 5:30 pm 740 Driving Park Ave Suite A 14613

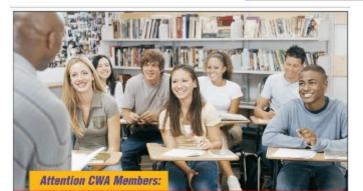
RSVP to message@fsw-union.org or (585) 328-7170

PLEASE LET US KNOW OF ANY ACCOMMODATIONS YOU REQUIRE TO ATTEND (Transportation, childcare, dietary ect)



## Federation of Social Workers IUE-CWA 81381

# THE UNION REVIEW



## Apply Now for Joe Beirne Scholarships

A sply now for college scholarships of \$4,000 each for the 2025-2025 school year and another \$4,000 for 2026-2027, (2nd year award based on satisfactory academic record.)

Sixteen new scholarships will be awarded by CWA's Joe Beime Scholarship Program. Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or decosed members) planning for college studies.

#### Final deadline for applications is 11:59 p.m., EST, April 30, 2025.

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 Beime 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

UNIONPLUS Union Plus Scholarships

#### Online application now available!

"My grandfathers both grew up in poverty in Europe and moved ta America and had union careers. They were able to provide their families with great educations, healthcare, nutritious meals, and family vacations; all 100% provided for by the security of being in a union. I look forward to beginning my college education and carrying on the values and principles that enabled me to have this opportunity in the first place."



Amelia Gardiner, deughter of Iron Warkers and AFT members is a Union Pius Scholaramp recipient.

Union printed in the U.S.A. +

Over 3,800 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

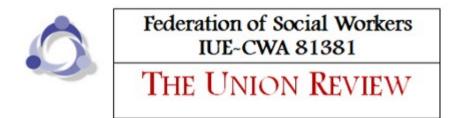
Details and online application available at: unionplus.org/scholarships

To receive mobile text alerts about education-related deadlines and information, text STUDENT to 22555. Mag5Oes Rates May Apply Reply STOP to opt out Reply HELP or contact info@uneptocorg for help.

#### Apply online today!

unionplus.org/scholarships

FLY-SCHOL-L0424



## **FSW Stewards**

### <u>St Paul St (Barlue)</u>

Queenisha Sampson - 1st Floor

Timothy Buntley - 2nd Floor

Lindsay Fagan - 3rd Floor

Heather Yandricha-Strocko - 4th Floor

Matthew Ferris - 5th Floor

### CSSU/Public Defender (Barlue)

Maria Castellano

#### **Detention Center (Michelle)**

Lennie Murrell

### Westfall Rd (LaSonia)

Darius Weaver - 1st & 2nd Floor

Lara Festa - 3rd & 4th Floor

Troy Coffie - 5th Floor

Carol Wilson - 6th Floor

Kimberly Cody - 7th & 10th Floor

## MCH/Bivona/Jay St (Barlue)

~ Open ~

## **FSW Executive Board**

President: Christina Christman Vice President: LaWanda Shipman Secretary: Julie Garrett Treasurer: Evelyn Evans Grievance: Michelle McGrain Grievance: LaSonia Simmons Grievance: Barlue Allen Trustee: Brittany Everett Trustee: Tammy Beebe Elections: Percy Smith Health & Safety: Bob Way

Social Action: Lolita Smith
Membership: Frederick McAllister
Communications: Suzanne Putnam
CCRE: Joyce Prescott
Political Action: Adam McFadden
Education: Rayenda Lennon
Women's: Deborah Jackson
Organizing: Jillian Evans
Mobilization: Melita Jason
Retiree: John Rabish