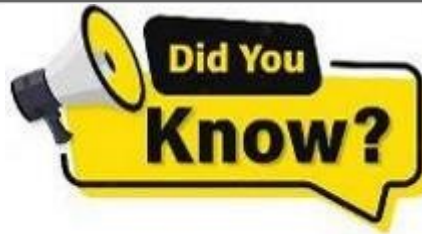




Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW



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.



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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
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THE UNION REVIEW

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
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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.



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THE UNION REVIEW

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.





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THE UNION REVIEW

LABORNOTES

PUTTING THE MOVEMENT
BACK IN THE LABOR MOVEMENT

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.



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THE UNION REVIEW

CWA and NJPP Issue Joint Report on Critical Understaffing in Social Services for N.J.

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/>



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THE UNION REVIEW

CWA Leads Rally to Secure Fair Social Security Benefits for 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.



Federation of Social Workers
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THE UNION REVIEW

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. Good Jobs: Create thousands of clean energy jobs throughout New York state.
2. Environmental Justice: Support low-income communities disproportionately hurt by climate change with revenue generated by a fee to polluters.
3. 100% Clean & Renewable Energy: Foster a transition to 100% clean, renewable energy by 2050 with a benchmark goal of 50% by 2030.
4. Worker Protection: 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



FUND CLIMATE MOBILIZATION

JANUARY 22ND ALBANY

TRANSPORTATION PROVIDED



RSVP AT bit.ly/Jan22_FC



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW



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
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THE UNION REVIEW



Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2025-2026 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 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, 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 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



Union Plus Scholarships

Online application now available!

"My grandfathers both grew up in poverty in Europe and moved to 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."



Apply Online Now!

Amelia Cardiner, daughter of Iron Workers and AFT members, is a Union Plus Scholarship recipient.

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.

Msg/Data Rates May Apply. Reply STOP to opt out. Reply HELP for contact info@unionplus.org for help.

Apply online today!

unionplus.org/scholarships



Federation of Social Workers
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THE UNION REVIEW

FSW Stewards

St Paul St (Barlue)

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

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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

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Mobilization: Melita Jason

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