



Federation of Social Workers  
IUE-CWA 81381

**THE UNION REVIEW**

## Negotiations Update:

# **We have a tentative agreement!**

Your FSW negotiations team and Monroe County reached a tentative agreement late Wednesday night (very late, so late we almost had to change the date on the agreement).

### **What happens next?**

Information sessions will be planned over the next few weeks, we will have them at each of the main buildings (St Paul St. City Place, Westfall, Detention Center) as well as at the Union Hall. We don't have exact dates yet, the county is preparing individualized information sheets for every member, you will have a personalized print out of how any changes in health insurance and raises will impact you. Once these printouts are ready we will immediately schedule the sessions.

### **The Vote**

Every FSW members will have an opportunity to vote on whether they will accept the agreement or not. If you are not a member you do not get to vote. You can sign up at anytime to become a member. The vote dates will be announced after the information sessions are scheduled. The vote will be online in the same fashion as the elections. An individualized link will be sent to your work email. You can opt to have it sent to your personal email if you will be out of work or if your work email is locked. You need to contact Percy Smith at [percunion1@gmail.com](mailto:percunion1@gmail.com) ASAP to notify him if you need an alternate email address used.





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### **When do I get my raise?**

This agreement does not go into effect until after it has been ratified (approved by membership) and approved by the County Legislature. You will not receive any percentage increase in pay on January 1st at this point. You will continue to receive step increases and or promotional increases as normal if applicable to your situation. If your health insurance is through Monroe County it will be going up January 1st as the total cost of the premiums have gone up. If this agreement is approved by the membership it will go back to January 1st as the agreement was signed before January 1st. But this would not happen until after it is approved by the full Legislature.

### **What is in the agreement?**

Once the information sessions are scheduled we will have copies of the agreement available for members to review. These agreements will not be the whole CBA completely rewritten, it is just a document highlighting the changes to the CBA. We will not be releasing details of the agreement until the information is available to all of the members.

### **What happens if the agreement is voted down?**

If the membership votes to reject the agreement we will begin negotiations again with Monroe County. A survey will come out to the members shortly after the vote where members will have the opportunity to voice why they did not vote for it and what they would want to see in the next agreement. The union is also committed to hosting round table sessions for members at the hall.

