



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Tentative Agreement To Be Introduced To County Leg Next Week



The FSW tentative agreement, which was ratified by the FSW membership last month, is expected to be introduced to the County Leg during their full legislature meeting on **Tuesday February 13th 2024**. This does not guarantee they will vote on it that night. In the past leg members have sometimes declined to pass items through the full leg session until they have passed through the appropriate committees.

The tentative agreement was not ratified until January 26th, and the Committees had already met for January earlier that week. Committees do not meet again until the last Monday and Tuesday of this month, pushing the next opportunity for the tentative agreement to be voted on to the full leg session on March 12th 2024.

The tentative agreement does not become active until after it has passed through the County Leg. Raises will go retro to January 1st - but not until after the County Leg has approved them.

The County Leg meeting on 2/13/2024 is open to the public and we encourage members to attend. The meeting begins at 6 pm, it is at the County Office Building at 39 W Main St on the 4th floor. If there is significant interest a shuttle can be provided as there was for the rally in December.

Members can also sign up to speak during the Public Forum session of the County Leg meeting. The Public Forum is where members of the community have an opportunity to speak to the Legislators about topics that concern them, including passing our tentative agreement as soon as possible.

Members can call (585) 753-1950 to register to speak during the Public Forum. The rules of the Public Forum will be given to speakers at that time.



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FSW Family **BINGO** Night

Tuesday February 20th 2024

5 pm - 7:30 pm

**740 Driving Park Ave Suite A
Rochester NY 14613**



To RSVP Scan the QR Code or visit
<https://bit.ly/fswfamilybingo>

Get the kiddos out
of the house
for February Recess



**Win
Prizes!**

Federation of
Social Workers
IUE-CWA 81381, AFL-CIO



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Grievance Requests

Were You Denied Covid/Isolation Pay?

Please contact Christina Christman at president@fsw-union.org if you have been denied Covid pay. If you were issued Covid pay in the last year please also contact Christina. We are gathering evidence for several pending arbitrations related to Covid pay denials in situations where members have submitted positive Covid tests from medical professionals and are within their first 3 occasions of catching COVID.

Were You Denied Telework or Alternate Work Schedules?

Please contact LaWanda Shipman at vicepresident@fsw-union.org and forward her your requests and denials. If your request went unanswered please also contact her.

Were You Denied Paid Breaks at the Detention Center?

Please contact Michelle McGrain at fswgrievance1@gmail.com with the date and shift of when you were denied your break. **PLEASE NOTE: Paid breaks DO NOT take the place of your paid lunch.** You are entitled to both breaks and a lunch during every shift.

Don't agree with a Formal Counseling or your Evaluation?

Contact your Steward and ask for an administrative review! Steward list at the end of this issue.



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LABORNOTES

PUTTING THE MOVEMENT
BACK IN THE LABOR MOVEMENT



Steward's Workshop: Dealing with Difficult Supervisors (February 2024)

The workshop will be held on Wednesday, February 21, and will run from 7 to 8:30 p.m. Eastern (4 to 5:30 p.m. Pacific). This is an online workshop and will be held via Zoom.

This workshop has limited capacity and is for stewards and elected officers who work with stewards - not staff. Please register only if this applies to you.

As the union's most active members in the workplace, stewards can regularly find themselves in conflict with supervisors.

Sometimes this is just part of the job—but sometimes stewards come up against particularly difficult supervisors who try to undermine the union at every turn.

Join Labor Notes and other stewards from a variety of industries to talk about strategies for handling bad management.

Registration is \$10 - no one will be turned away for lack of funds. Reach out if you need the registration fee waived.

If you've got any questions or issues, contact joe @ [labornotes.org](mailto:joe@labornotes.org)

If you are interested in attending this workshop please email Christina at president@fsw-union.org



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Secrets of a Successful Organizer - February/March Series

The sessions will run Tuesdays from 7 to 9 p.m. Eastern (4 to 6 p.m. Pacific) on February 20, February 27 and March 5. We ask that you attend all three workshops in the series.

These workshops are based on [our widely acclaimed book *Secrets of a Successful Organizer*](#). These trainings will be held via Zoom.

Cost: \$15 for the whole series. Includes access to all workshops until space is filled. No one will be turned away due to lack of funds.

Accessibility: Zoom's automatic captions will be turned on during the session.

Please feel free to contact us with other accessibility needs or questions. If you have any questions or problems signing up, email sarah@labornotes.org.

**If you are interested in attending this workshop please email Christina at
president@fsw-union.org**



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KNOW YOUR CBA

What is a CBA? It is a Collective Bargaining Agreement between Monroe County Federation of Social Workers and Monroe County.

Section 21.16: Any report of an adverse nature which is three (3) or more years old shall upon written request of the employee, be removed from the Personnel File and placed in a sealed envelope and may be opened only after reasonable notification to the employee and only for purposes of defense by either the employee or the County in a legal or administrative proceeding. Material, which has been placed in a sealed envelope, will not be referred to in a subsequent step of the contractual grievance procedure.

It is up to you to contact Human Resources in the County Office Building to make this happen!



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How do you get red tickets to win fabulous prizes?

1. Be an FSW Member in good standing
2. Wear a Red Shirt on Thursday.

If you have a RED Shirt on you can get additional tickets:

- A. Show your CWA/IUE Union Card
- B. Have the Red T-Shirt sign hanging in near your desk

Your Steward or Team Captain will be by to give you up to **THREE** tickets each week!



Congratulations to SPS Red Shirt Winner Tamika Turner
Don't forget to wear your red shirt on Thursdays!



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THE UNION REVIEW

The Roc Rainbow Seniors Present:

THE *Red* BALL

Intergenerational Dance

FEBRUARY 10TH, 2024 6PM-9PM

FREE EVENT//DONATIONS ENCOURAGED//18+ ONLY// FOOD AND DRINK BY PURCHASE

VALENTINE'S DAY THEMED



with Drag Performances by:
SAMANTHA VEGA AND VIVIAN DARLING

THERE WILL BE A 50/50 AND RAFFLE PRIZE TICKETS FOR SALE

#RAINBOWSENIORSROC
#LGBTQSENIORS
#THEREDBALL

REMINDER: INTERGENERATIONAL PANEL DISCUSSION COMING IN MAY 2024.
PLEASE EMAIL: OUTREACH@RAINBOWSENIORSROC.COM FOR MORE INFO



IUE-CWA 81381 AFL-CIO
Dedicated. Caring. Committed.
FSW-union.org

621 CULVER ROAD, ROCHESTER NY 14609



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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.

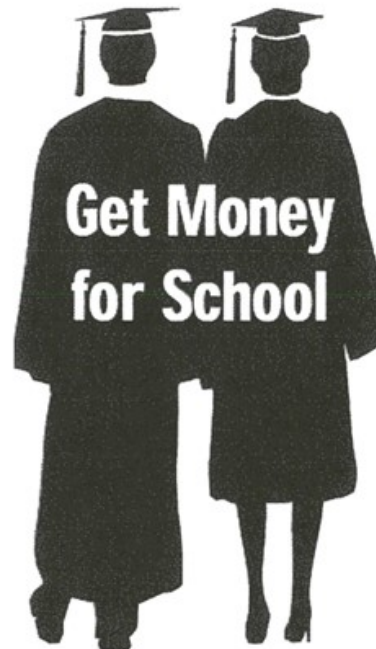
The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

For more information, and to fill out and submit the application form, visit:

cwa.org/beirne

FREE MONEY FOR COLLEGE

\$\$\$



Get Money for School

SIGN UP FOR SCHOLARSHIPS

YOUR UNION IS: IUE-CWA

YOUR LOCAL NUMBER IS: 81381

CWA DISTRICT 1

IUE-CWA Has 7 scholarships worth between \$2,500 and \$4,000 available for the 2024-2025 school year.

The scholarships are available ONLY to IUE-CWA members and their families.

For eligibility and application, go on-line to IUE-CWA.org.

You will find scholarships by clicking on the scholarship slide on the top of the main IUE-CWA web page. Please note: eligibility requirements vary for individual scholarships. Essays are required.

Applications will **ONLY** be accepted on-line!

Applications will be available January 12, 2024 and close on March 1, 2024.



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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: Open

Retiree: John Rabish