



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

WHO WANTS TO PLAY SOME KICKBALL!!!

**Sign up before
4/11/2025—must
sign online waiver
to participate!**



THE KICKBALL LEAGUE OF ROCHESTER
SPRING SEASON BEGINS **4/21/25**

WANNA PLAY??

THE **FSW KICKERS** ARE LOOKING TO RECRUIT
FSW MEMBERS TO JOIN OUR KICKBALL TEAM
FOR SOME WEDNESDAY NIGHT **SOLIDARITY**
AND **FUN** 🐱

IF INTERESTED PLEASE EMAIL message@fsw-union.org OR
CALL **THE FSW UNION HALL AT 585-328-7170 BY 4/8/25** TO RESERVE
YOUR PLACE ON THE TEAM, GIVE YOUR T-SHIRT SIZE AND
REQUEST THE WAIVER TO BE COMPLETED BY START OF SEASON
4/21/25.



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Local 81381 Updates:

- **Detention Center Shift Change Negotiations:** after 4 intense sessions FSW requested to end negotiations to move from a 4 on/2 off schedule to a 5 on /2 off schedule. FSW conducted 2 surveys with employees at the Detention Center, both with solid opposition to the proposal. The second survey had 85 respondents, of which 75 were against the change.
- **COVID Paid Leave:** Yes, paid COVID leave still exists. It was part of the NYS state budget last year and was extended until **7/31/2025**. If you have been denied paid COVID leave please contact a union rep to see if you are eligible to be paid.
- **Missed Step Increases:** We still have a lot of members who have not received Step Increases due to missed or late evaluations. Please check your SAP to see if you have received your Percentage Increase AND your Step Increases for 2024 & 2025 - this includes those who were previously maxed out on the old tier system. If you are missing one please contact your union rep.
- **FSLA “Exempt” Employees Review:** This is for those members who are categorized as Exempt under the Fair Labor Standards Act and do not receive time and a half when working over 40 hours a week. As many know, some verbiage related to a specific Pay Grade was removed from the CBA, but it did not automatically switch all members to Non Exempt. The county agreed to review the titles to determine if any should be switched. A work audit was conducted by Administrators last year and has been submitted to HR. The review is still pending with HR. For more on FSLA please visit: <https://www.dol.gov/agencies/whd/overtime>.
- **ICE Questions:** With the increase of ICE and Homeland Security activity in our area members have been reaching out to ask what to do if they encounter ICE agents either in the buildings or in the community while conducting official county business. The short answer is to IMMEDIATELY contact your director (or Supervisor who will follow the chain up to the director). They will coordinate with the county legal team to determine guidance. There is no obligation to accommodate ICE until the legal team has reviewed any warrants or orders.
- **Tier 6 Contribution Adjustments:** The NYS Retirement System redetermines contribution rates for those enrolled in the NYS Retirement system every MARCH. Tier 6 employees (employed April 1 2012 and after) are the only ones who have to pay more into the system as they reach higher income thresholds. This is a STATE benefit that is not bargained in the CBA. Some members were impacted in the last paycheck as the percentage they pay into the retirement system increased. FSW continues to work with coalition partners to advocate for changes at a state level.



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Local 81381 Updates:

- **Reported Anti-union Rhetoric:** There has been an increase in reported anti-union rhetoric reported by members and union reps from administration. Please contact Christina ASAP if any of the following has been said to you (or that you have witnessed):
 - ◇ *Your union involvement may prevent you from being promoted*
 - ◇ *The time spent on union activities or representation may impact your ability to be promoted (this is inherently anti union as other activities are not counted against members)*
 - ◇ *It won't make a difference if you go to the union, they don't represent you OR they can't help you*
 - ◇ *Questioning employees about their union involvement or what was discussed with union reps*
 - ◇ *Any retaliation for filing a Grievance or raising a concern with union reps*

We are prepared to file charges with the Public Employees Relation Board if needed.

- **Training:** There have been numerous complaints of inadequate training, and the impact that has on the performance of a probationary employee. The following is what is guaranteed in our contract:

Section 15.1: The County shall provide relevant training for each new, reassigned or promoted employee. At a minimum, training shall consist of on-the-job training by the immediate supervisor in addition to the departmental orientation program in existence.

Section 15.2: Each employee within the bargaining unit shall be entitled to up to one hour of individual supervision each week, if needed.

Section 15.3: The County shall provide relevant and on-going training for any employee deemed not to be performing adequately in a given area. Training is to be carried out by the immediate supervisor in groups, if there is a group need, or individually, if there is an individual need.

If you feel you are not receiving appropriate or adequate training in order to be successful please use the best practices outlined below:

- ⇒ Always ask for more assistance in an email, you will need to have evidence you requested it. Be specific in what additional training you require and in what areas you may be falling short.
- ⇒ Your Supervision should be scheduled as a Calendar invite. If you are not receiving it—request it. If it is cancelled, ask that it be rescheduled. Keep track of when those are cancelled.
- ⇒ Keep a log of the cases you are assigned or work on, and the corrections that are given back.



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THE UNION REVIEW



ILR School



Occupational Disease & Exposure Workshop

April 14 | Cheektowaga, NY

10:30 am - noon

Is work making you sick? Join us for this occupational disease and exposure workshop, which includes an interactive skill-building workshop.

Sponsored by: USW District 4, Buffalo CLC, WNYCOSH, Cornell ILR Buffalo Co-Lab, Clean Air Coalition, and the Center for Occupational and Environmental Medicine at ECMC.

FSW is looking for up to 2 members to attend this workshop on behalf of FSW. All expenses will be paid. Please contact Christina at president@fsw-union.org if you are available and interested in attending.



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THE UNION REVIEW

CWA D1
COMMUNICATIONS WORKERS OF AMERICA, DISTRICT 1

Follow up to the CWA D1 Emergency Town Hall: How We're Fighting Back Against Attacks on Workers

If you missed the Town Hall or want to share it, you can find the recording here:

<https://www.youtube.com/watch?v=jzwSeROMhvU>

On the call, we heard about the Trump administration's latest efforts to dismantle unions by stripping nearly 1 million federal workers of their collective bargaining rights.

We heard from:

- Chris Dols, President of IPFTE Local 98 and a leader at the Federal Unionists Network, who is on the frontlines of fighting for federal workers.
- CWA District 1 Legislative Director Becca Miller, who spoke about how not only federal public sector workers are at risk to lose collective bargaining rights, but with the National Labor Relations Act dismantled, all private sector workers need to be on high alert as well.
- CWA Local 1104 President Mike Ippoliti, who read a letter from a CWA graduate student worker, who, due to their immigration status, lives in fear following the unjustified detention and deportations of international students.
- Corey DeCillis, Vice President of CWA Local 1124, who shared a horrifying story of the abduction of children by ICE on a farm in upstate New York and how the community has been coming together to speak out.



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THE UNION REVIEW

Rochester and Genesee Valley Area Labor Federation, AFL-CIO



The Mobilizer

University of Rochester GLU - Their Strike Needs YOUR Help

Amid an unprecedented attack on higher education nationally, University of Rochester grad student workers are coming together, but the UR administration has refused to recognize their right to form a union. To win a fair process for unionization, they have called a strike beginning April 21st.

As a community member, you can support them by joining a picket line (picketing is the public, visible action of holding signs, gathering outside buildings, and making our presence known.)

Join the Rochester Area Labor Federation on the picket line. Sign up using this form and we'll be in touch!

<https://docs.google.com/forms/d/e/1FAIpQLSdFEYIfPC68vdhbSHVuL7nRCqmuR6D-NEjCYcTtWabbkw2duw/viewform>

This is the biggest labor fight our region has seen in a generation. These workers are standing up against the most powerful institution in our community with courage, clarity, and conviction—and they aren't backing down. To learn more about the fight, visit: <https://urgradunion.com>.

Nazareth United - Keep Up The Pressure!

Workers at Nazareth University have been exercising their constitutionally protected right to form a union with NYSUT. Unfortunately, instead of respecting their rights, the university has retaliated against members of the organizing committee—including the unjust termination of one of their organizers.

Rochester has a long and proud history of standing up for workers' rights. When one group of workers faces retaliation for organizing, it threatens all of us. Whether in education, healthcare, manufacturing, or the public sector, **we all benefit when workers have the right to negotiate fair wages, better conditions, and a voice on the job.** This fight at Nazareth is not just about one workplace—it's about protecting the right to organize across our entire community.

Upcoming Meetings:

- **Rochester Labor Council Monthly Meeting:** Thursday, April 10th, 6 pm, at IBEW Local 86, 2300 E River Rd

*****If you are interested in becoming a Labor Council Delegate for FSW please contact Christina*****



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THE UNION REVIEW

FSW Quarterly Membership Meeting

Wednesday April 16th 2025

5:30 pm

@

FSW Union Hall
740 Driving Park Ave Suite 1A
Rochester NY 14613

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

****Please note any dietary restrictions, childcare needs, or any other accommodations you may need in order to attend this meeting****

Agenda Items to Include:

- Member Election of FSW delegates to CWA convention
- Membership approval of Steward appointments
- Financial Reviews
- Appointment of By-laws Review Committee

FSW has extra tickets for 2 upcoming events:

April 12th: City of Rochester Black History Gala

April 26th: ROC the Peace Colors Ball

If you are interested in attending with

FSW contact Christina at
president@fsw-union.org

LINE DANCING
at the Union Hall EVERY
Tuesday at 6 pm

All Levels Welcome

Free for Union Members
\$5 for non members

UNITE AND FIGHT MAY DAY 2025



Join the May Day Coalition hosted by the Rochester Labor Council for a March and Rally in commemoration of International Workers' Day!

An injury to one is an injury to all. Working people will stand alongside immigrants, federal workers, and our LGBTQ+ neighbors for economic and social justice for all!

MAY 1

Austin Steward Plaza, 5:00pm

Organization Fair and Celebration
at Parcel 5, from 6:00pm

Organizations fighting for economic and social justice are encouraged to co-sponsor and set up informational tables at Parcel 5.

Information on cosponsoring found at: www.roclaborfed.org/mayday2025



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THE UNION REVIEW



DEFENDING WORKERS: SAFETY, RIGHTS & THE ROLE OF UNIONS

A roundtable discussion featuring members from PEF, RUNAP, FSW, and local labor experts.

Raffle prizes will be offered at the event including a 50" TV and several gift cards!



April 17th, 2025
05 : 30 PM



Workers United
750 East Ave
Rochester, 14607



FSW Family Fun Night

*Members Only!

Friday April 18th 2025

5 - 8 pm

FSW Union Hall



ICE CREAM BAR



POPCORN



ARTS & CRAFTS



DINNER PROVIDED



GAMES



VIDEO GAMES



RSVP REQUIRED by 4/11/2025
message@fsw-union.org or (585) 328-7170



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THE UNION REVIEW

LABORNOTES

PUTTING THE MOVEMENT
BACK IN THE LABOR MOVEMENT

Online Workshop: Winning a Strong Contract Parts I & II

Save the date for a two-part workshop from **7 p.m. to 8:30 p.m. Eastern on Wednesdays, April 30 and May 7**, on how to build a successful contract campaign and harness the power of the rank-and-file membership to win the strongest possible contract.

We will cover the basics of building a Contract Action Team (CAT), putting together an escalating campaign (potentially culminating in a strike), and dynamics between the bargaining committee, CAT, and the membership.

Steering Green Transitions

Real solutions to the climate crisis depend on workers' know-how. CEOs usually cling to their dirty profits, or try to cash in on green technology to bust our unions and degrade our jobs. In this online workshop from Labor Notes, you'll hear from rank-and-file workers who organized collective action for better jobs and a livable climate.

When: Wednesday, April 23

Time: 8:00 - 9:30 p.m. Eastern Time / 5:00 - 6:30 p.m. Pacific Time

Where: Online on 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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LABORNOTES PUTTING THE MOVEMENT
BACK IN THE LABOR MOVEMENT

WORKSHOP: Tactics To Build Power

Join us for a workshop about campaign tactics that target the boss, get wins, and build the power to take on shop floor fights and grow the movement to stop the billionaire agenda.

We will hear about effective tactics that bring workers into solidarity and scare the boss—and the billionaires.

When: Monday, April 14

Time: 7.30 p.m. to 9 p.m. Eastern

Where: Online via Zoom

Expand Your Reach as a Troublemaker

As a troublemaker, you know you need to get more of your coworkers involved in your organizing, but are you struggling to reach (or even find) them?

Whether you're launching a bottom-up campaign, building a stewards network, or running for union office, learn the skills you'll need to systematically build a list of your coworkers from scratch, and to make the best use of it.

Join rank-and-file workers at our new workshop, "Expand Your Reach as a Troublemaker."

When: Thursday, April 17

Time: 7:00 - 8:30 p.m. Eastern Time / 4:00 - 5:30 p.m. Pacific Time

Where: This is an online event and will be held on 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

**Applications for the FSW Scholarship are
NOW OPEN!**



SCHOLARSHIP APPLICATION

Ed Grabowski/Dina Finn Memorial Scholarship Application

Thank you for choosing to apply for one of two Federation of Social Workers' Scholarships. Listed below are the eligibility criteria:

1. Applicants pursuing a higher degree must be the child or grandchild of a current FSW member or a current member of FSW Retiree Council in good standing, or FSW member in good standing must be the legal guardian to the applicant.
2. Applicants must have participated in at least 5 hours of FSW sponsored labor movement activities in the last 4 years. Documentation may be required.
3. Completed Ed Grabowski/Dina Finn Memorial Scholarship Application.
4. In the event that two approved applications for a child or grandchild are not received by July 18, 2025, applications will then be opened to any current FSW member pursuing a higher degree, with a deadline of August 15, 2025.

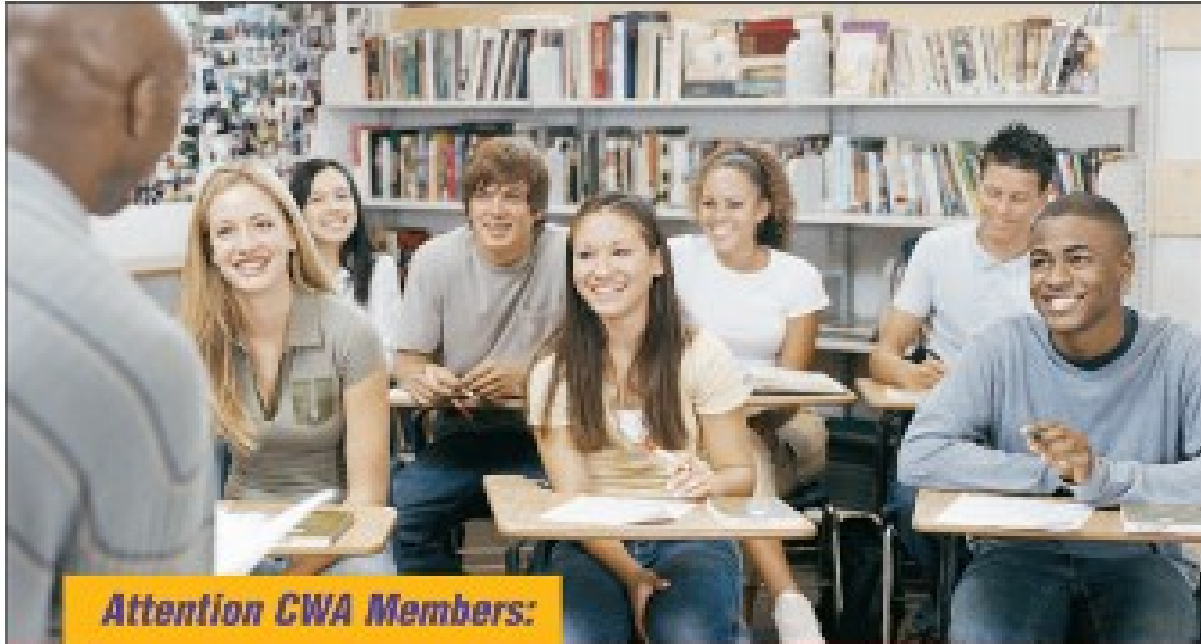
Apply at fsw-union.org/scholarship

To complete volunteer hours contact Christina at president@fsw-union.org



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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



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**SCAN THE QR CODE BELOW TO LET
US KNOW WHAT YOU ARE THINKING!**



WE WANT TO HEAR FROM YOU, OUR IUE-CWA UNION MEMBERS. PLEASE FILL THIS SURVEY OUT AND BE ENTERED INTO A DRAWING WHERE SEVERAL UNION SWAG PRIZES WILL BE AWARDED. THIS SURVEY WILL CLOSE ON FRIDAY, APRIL 11TH.

IUE-CWA

ACTIVIST RECRUITING YOU TO FILL OUT THIS FORM Bethany or Gina

FULL LINK TO FILL OUT GOOGLE FORM: [HTTPS://BIT.LY/2025IUESURVEY](https://bit.ly/2025IUESURVEY)

LOCAL 81381



Federation of Social Workers
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THE UNION REVIEW



Our friends at Union Plus have a question for you: which of America's beachy destinations have you always dreamed of visiting? Whether that's San Juan or San Diego, Key West or Key Biscayne, Maine or Maui, NOW is your chance to make it a reality...

Enter the "Union Plus Explore America's Iconic Beaches" Sweepstakes and you could win a \$5,000 cash prize PLUS a 3 to 5-night stay worth up to \$2,000 at a property available through the Union Plus Hotel Discounts Program!

This sweepstakes is just one of the many reasons we're proud to partner with Union Plus – a strong supporter of unions and union families. At Union Plus, they're committed to helping you get out there and travel, and their exclusive benefits make it easier, more accessible, and more rewarding.

Don't wait! Enter the "Union Plus Explore America's Iconic Beaches" Sweepstakes today.

NO PURCHASE NECESSARY. U.S. residents; 18+. Sweepstakes not open to general public. Ends 4/18/25. For Official Rules, visit unionplus.org/explore. Void where prohibited. Sponsor: Union Privilege.



Sign up under IUE-CWA 81381



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FSW Stewards

St Paul St (Barlue)

Timothy Buntley - *1st & 2nd Floor*

Lindsay Fagan - *3rd Floor*

Heather Yandricha-Strocko - *4th Floor*

Gina Colon - (Acting) *5th Floor*

Open - *6th Floor*

Westfall Rd (LaSonia)

Darius Weaver - *1st & 2nd Floor*

Queenisha Sampson - *3rd & 7h Floor*

Open - *4th/10th Floor*

Troy Coffie - *5th Floor*

Carol Wilson - *6th Floor*

CSSU/Public Defender (Barlue)

Maria Castellano

Detention Center (Michelle)

Lennie Murrell

MCH/Bivona/Jay St (Barlue)

~ Open ~

FSW Executive Board

President: Christina Christman

Vice President: LaWanda Shipman

Secretary: Julie Garrett

Treasurer: Brittany Everett

Grievance: Michelle McGrain

Grievance: LaSonia Simmons

Grievance: Barlue Allen

Trustee: Sheree Nellons

Trustee: Matthew Ferris

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