



**Federation of Social Workers
IUE-CWA 81381**

THE UNION REVIEW

Dear Union Family

Negotiations for our next contract will begin April 11th 2023! Please fill out the FSW Membership Survey to let our bargaining committee know what is most important to you. Every member who completes the survey will receive a free red t-shirt. The link and QR code to the survey is in this Union Review, on the FSW website, and has been posted on the FSW Bulletin Boards and Social Media accounts. If you need any assistance completing it please reach out to your Steward. At the end of the survey you have the opportunity to sign up for text updates and email updates for the contract campaign and other FSW events.

On **April 11th** we are asking that all members wear a **red shirt** for Solidarity, special red shirt tickets will be passed out that day with a special gift card drawing. We want to show solidarity and that we are all bargaining together. There will also be a rally before the County Legislature meeting that night. Keep on eye out for more mobilization events related to our contract campaign.

This is also a big election year for our bargaining unit. The County Executive and all 29 County Legislature seats are up for election, as well as 2 County Family Court Judge seats. These positions all directly influence our work and our working conditions. The County Executive is our boss, the County Legislature not only approves our contracts (and our raises) but is also the body overseeing our working conditions. Many of our members have direct dealing in Family Court, and the decisions that those Judges make influence a lot of our work.

We have primary and early County Executive and County Legislature endorsement interviews scheduled for **April 1st and April 8th** at the FSW Union Hall from **2 - 4 pm** on both days. Please come out and ask the candidates questions. This is your opportunity to hear from them and also to make sure they hear from you. You do not need any political experience to attend, it is open to ALL FSW members. If you are interested in becoming more politically involved please reach out to our acting Political Action Committee Chair Santosha at kuykendall.santosha@gmail.com.

Please **SAVE THE DATE** for our next FSW membership meeting - April 19th 2023 at 5:30 pm. We are planning to have our voluntary insurance reps available to answer your questions and provide an opportunity to sign up for short-term, long-term, and life insurance. An election will also be held at this meeting for the delegate and alternate for the CWA Convention this summer.

This is an election year for CWA as well, the CWA president Christopher Shelton is retiring and there are several candidates running for that position. Our Executive Board has voted to endorse current IUE president Carl Kennebrew for his reelection as IUE President. He does not have an opponent at this time. Our local elections will be held this fall with all elected positions up.



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Many have asked about the 40 hour personal time bank. We know it dropped early, we were not expecting it until April 7th but it is available now. You can use it as vacation or comp time by requesting it in SAP. It can be utilized as sick time *IF* you have no other sick time left. All new employees will receive their own personal time bank as well, including those hired after the April 7th 2023 pay date. This was approved specifically as a recruiting tool so new employees would be able to start with some time in their banks.

The SAP issue with the new After Hour's On Call pay rates has been resolved and that all employees should have received their back pay to December 16th 2022. If you have any discrepancies please reach out to HR but also to the union in case we need to file a Grievance on your behalf. Grievances need to be filed with a certain time frame so we need to know asap.

FSW has a lot of member events coming up with plenty of opportunities to get involved in all sorts of activities. We have the endorsement interviews, which will lead to phone banking and door knocking. The endorsement recommendations will be voted on by the members at the membership meeting in April.

We have a Family Fun night during the Spring Break on April 4th, we will show A Bug's Life which has a great labor theme to it. We will also play some games and have dinner. At the request of several new members we will be hosting a Happy Hour Meet & Greet at the Union Hall on Friday April 14th. Come out and meet your co-workers and other union members. It starts at 5 pm but stop in anytime, we will have some snack foods available. It is BYOB so bring your favorite beer, wine, or alcohol.

The Women's Committee will be hosting a What's the Tea, Coffee, and Cocoa event on May 6th, be on the look out for the invites with more information. On May 13th we will try something new and host a Clothing Swap Party at the Union Hall. This is the perfect opportunity to clean out your closet and get rid of all of those ill fitting items taking up space. Whatever is left over at the end of the event will be donated to Bethany House. If you would like to volunteer for any of these events please let Christina know.

The Labor Council is hosting the Organizer School at the end of April (flyer in this Union Review). Our Executive Board has approved 10 people from our local to attend, please let Christina know if you are interested so we can get you signed up.

In Solidarity

Christina Christman, FSW President

president@fsw-union.org



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THE UNION REVIEW



Make sure your voice is heard! Take the

FSW Bargaining Survey 2023

website: bit.ly/fswsurvey2023



STRENGTH IN UNITY

Members will receive a FREE FSW
t-shirt for completing the survey

Survey active 3/24/2023 - 4/7/2023





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THE UNION REVIEW

Federation of
Social Workers



FSW Endorsement Interviews

Meet the
candidates
who want to
make the
decisions that
will affect
YOUR job
and your life.



Ask them
YOUR
questions.

Saturday April 1st 2023
2 pm - 4 pm

SAVE THE DATE: APRIL 8th for
more candidate interviews

Mark Assini: Candidate for County Executive (2-3 pm)

Candidates for County Legislature (panel 3-4 pm)

Dr. Candice Lucas: District 29

Nadja Justice: District 25

Allan Richards: District 17

FSW Union Hall : 740 Driving Park Avenue, 14613

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



Federation of Social Workers
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THE UNION REVIEW



FSW PRESENTS



Family Fun

Night



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

Please let us know of any accommodations you may need

4.4.2023

Start at 5 pm, Movie at 6:30 pm

FSW Union Hall

740 Driving Park Ave Suite A 14613

Bring your pillows and blankets for the movie. Feel free to bring your favorite games from home.

Get the kids out of the house during Spring Break!



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THE UNION REVIEW



FSW MEET & GREET

HAPPY HOUR MIXER

MEET
E-BOARD

TALK TO YOUR
STEWARDS

GET TO KNOW
CO-WORKERS

FRI APRIL 14TH 2023 STARTS AT 5 PM

740 DRIVING PARK AVE SUITE A 14613
SNACKS PROVIDED, BYOB | +21 EVENT

RSVP: MESSAGE@FSW-UNION.ORG
(585) 328-7170

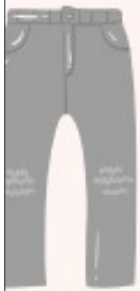


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THE UNION REVIEW



CLOTHING SWAP PARTY



5/13/2023
9 AM - 1 PM



FSW UNION HALL
740 DRIVING PARK AVE SUITE A 14613

FSW MEMBERS ONLY



MUST RSVP AT:
328-7170
message@fsw-union.org





Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

Applications Are Now Being Accepted for the 2023 FSW Ed Grabowski-Dina Finn Memorial Scholarships!

Applications are now open to any current FSW members, their children and grandchildren pursuing a higher degree; with a deadline of June 1, 2023.

ELIGIBILITY CRITERIA:

1. Applicant must be child or grandchild of current FSW member *or* current member of FSW retiree council in good standing *or* FSW member in good standing must be legal guardian to applicant..
 2. Applicant 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.
- *Applicants can contact Christina at president@fsw-union.org to set up volunteer hours if they are needed*

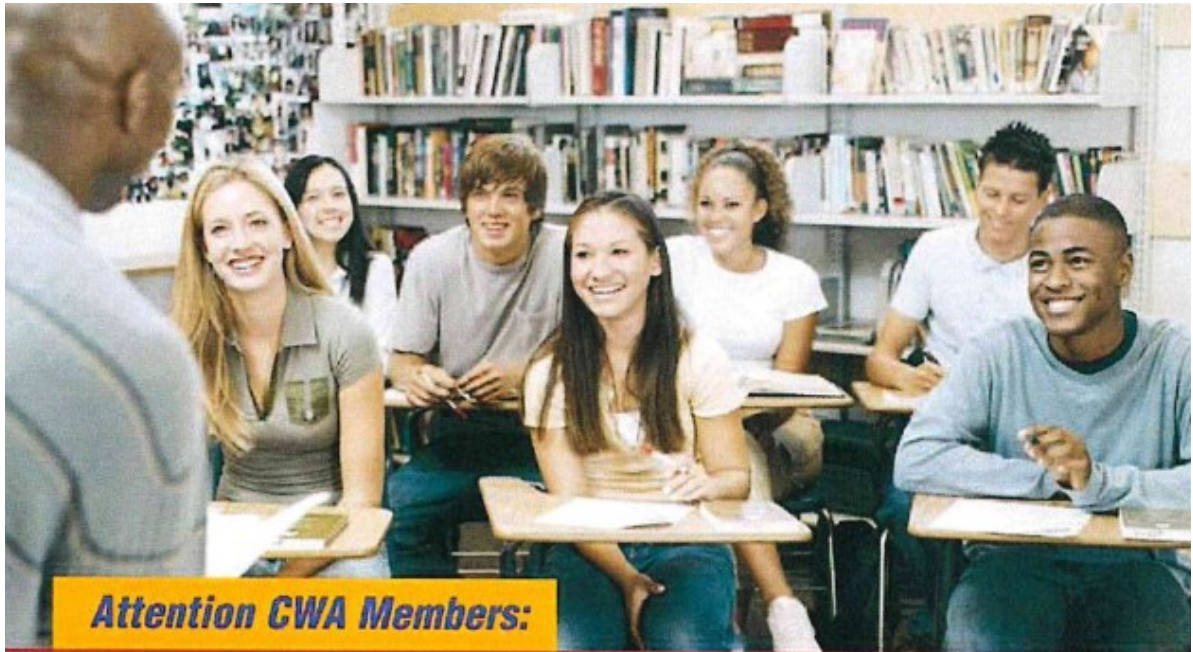
To apply: <https://www.fsw-union.org/scholarship>

Ed Grabowski provided the Federation of Social Workers invaluable support and guidance as our IUE field representative for more than two decades. His expert handling of arbitrations and contract negotiations benefited all of our members. Dina Finn was a long-time member of our Executive Board. She made significant contributions to our organization in many different areas. This scholarship fund for FSW members, and the children they care for, is an on-going tribute to Ed and Dina's memory.



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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 2023-2024 school year, and another \$4,000 for 2024-2025. (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 dependents of laid-off, retired or deceased members*) planning for college studies.

Final deadline for applications is **11:59 p.m., EDT, April 30, 2023.**

Applications are easy to complete 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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THE UNION REVIEW

**FSW Women's Committee will be hosting a
“Whats the Tea! Coffee ,Cocoa and Mimosa
Brunch”**

Saturday 5/6/2023





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THE UNION REVIEW



IUE-CWA has 6 scholarships worth between \$2,500 and \$4,000 available for the 2023-24 school year.

The scholarships are available only to IUE-CWA members and their families. For details on eligibility and an application, go on-line to www.iue-cwa.org.

The application process opens on January 30, 2023 and closes on April 30, 23

You will find Scholarships by clicking on the Scholarship slide on the top of the main IUE-CWA web page or under the 'Members' tab. Please note that eligibility requirements vary for the individual scholarships and essays are required.

Applications will only be accepted on-line.



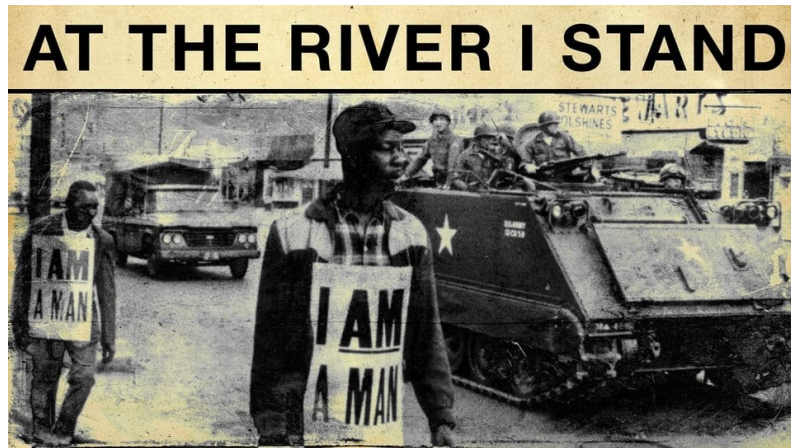
Federation of Social Workers
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THE UNION REVIEW

Rochester and Genesee Valley Area Labor Federation, AFL-CIO



At The River I Stand Film and Discussion (FREE and OPEN TO ALL)



At the River I Stand reconstructs the two eventful months that transformed a local labor dispute into a national conflagration, and disentangles the complex historical forces that came together with the inevitability of tragedy at the death of Dr. Martin Luther King Jr. This 58-minute documentary brings into sharp relief issues that have only become more urgent in the intervening years: the connection between economic and civil rights, the debate over violent vs. nonviolent change, and the demand for full inclusion of African Americans in American life.

In the 1960s, Memphis' 1,300 sanitation workers formed the lowest caste of a deeply racist society, earning so little they qualified for welfare. In the film, retired workers recall their fear about taking on the entire white power structure when they struck for higher wages and union recognition.

But local civil rights leaders and the Black community soon realized the strike was part of the struggle for economic justice for all African Americans.

WHEN: Tuesday, April 4th, 5:30pm

WHERE: The Little Theatre, 240 East Avenue

FREE and OPEN TO THE PUBLIC

MORE INFORMATION AND RSVP: roclaborfed.org/attheriver



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THE UNION REVIEW

Rochester and Genesee Valley Area Labor Federation, AFL-CIO



Workers Unite Film Fest Brings: Free Virtual On-Demand Screenings March 24th-31st in Honor of Women's History Month

This screening is co-sponsored by the DC Labor FilmFest (Washington, D.C.), the Rochester Labor Film Series (NY), the Socialist Labor Party Hall in Barre (VT), Reel Work Labor Film Festival (CA), the Labor Heritage Foundation (D.C.), and CLUW Coalition of Labor Union Women (D.C.) as part of the Global Labor FilmFest Network (GLFF) 2023 Online Screening Series.

Some of the films available include:

- **Anchor Point** - Women have been a force in wildland firefighting since 1942. Still, they remain outnumbered 10-to-1 on the fire lines and do double-duty battling both the infernos that scorch public lands and the smoldering embers of discrimination, misogyny and sexual harassment that continue to suppress their voices. (89 min, 2021)
- **Berta Didn't Die, She Multiplied!** - Berta Cáceres' death has not silenced the many land defenders fighting for justice, Indigenous Sovereignty, and the planet. (29 min, 2017, Honduras)
- **Spread Thin** - The legal fight against pregnancy discrimination has left one woman, a former Google employee, spread thin. (19m, 2022)
- **Aparecidos** - A young lounge singer reacts to popular uprising in Chile. (16m, 2022, Chile, Narrative)
- **Long Haulers** - A documentary that gives agency, voice, and perspective into the world of a female trucker in the U.S. (14m, 2020)
- **La Lucha Sigue** - In Honduras, the Lenca and Garífuna land defenders are not backing down, including the daughter of activist Berta Cáceres. (66m, 2021, Honduras)

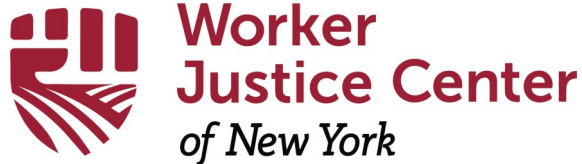




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THE UNION REVIEW

Next Up: Know Your Rights at Work Training!



**Worker
Justice Center**
of New York

Rochester Next Up alongside our friends at the [Worker Justice Center of New York](#) are offering a virtual training to help workers, union and non-union, understand their rights in the workplace.

Knowing your basic rights in the workplace are a critical step towards ensuring that they're respected. We know that employers violate basic legal responsibilities all the time. Whether it's wage and hour violations, health and safety violations, retaliation for union organizing, or any variety of violation, we know that employers often have a profit incentive to ignore your rights. Many people experience violations early in their careers, often normalizing the experience.

Join Rochester Next Up in a presentation and discussion of basic workplace rights. The presentation will be delivered by Olivia Post Rich, Esq., Labor & Employment Attorney at the Worker Justice Center of NY.

DATE: Monday, April 10th
TIME: 6:00pm
ONLINE

Register at: https://aflcio.zoom.us/meeting/register/tZcqcu-qDspHtzyvafwpP7JpBzj6bCf_o-q

Get Text Message Updates from the Rochester Labor Council!

Do you want to get occasional updates for major labor actions and events in the Rochester-area? We'd like to help keep you up to date with some of our activities.

If you'd like to keep updated by text message it's easy! Just text RGVALF to 235246 and that will add you to our texting list! If you find you don't like it, you can always drop out.



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THE UNION REVIEW

**IF YOU ARE AN FSW MEMBER CONTACT
CHRISTINA AT president@fsw-union.org
TO SIGN UP FOR THIS OPPORTUNITY**

ROCHESTER NEXT UP, AFL-CIO
PRESENTS:

ORGANIZER SCHOOL

**PUTTING THE MOVEMENT BACK IN THE
LABOR MOVEMENT BY LEARNING TO:**

- Increase activity of current members
- Help workers form new unions
- Learn committee building tools
- Build internal union leadership development tools
- Review case studies from recent campaigns

FRIDAY APRIL 28TH - SUNDAY APRIL 30TH

OPEN TO UNION MEMBERS, STAFF, LEADERS AND
COMMUNITY ALLIES OF THE LABOR MOVEMENT

FOOD AND MATERIALS WILL BE PROVIDED
TICKET - \$180

**SCHOLARSHIPS ARE AVAILABLE UPON REQUEST!
REGISTER AND REQUEST SCHOLARSHIPS ONLINE BY APRIL 14 AT:
[ROCLABORFED.ORG/OS2023SPRING](https://roclaborfed.org/os2023spring)**



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THE UNION REVIEW

FSW Stewards

St Paul St (LaTonya)

Barlue Allen - *1st & 2nd Floor*

Julie Garrett - *6th Floor*

Alex Gorski - *3rd Floor*

Gina Macaluso - *5th Floor*

Ryan Markajani - *4th Floor*

CESU/Public Defender (LaWanda)

Teresa Harvey

Detention Center (Michelle)

Jamaal Holland

Westfall Rd (LaSonia)

Darius Weaver - *1st & 2nd Floor*

Natasha Collins - *3rd & 4th Floor*

Brittany Everett - *5th Floor*

Sumarie Lopez - *6th Floor*

Timothy Buntley - *7th & 10th Floor*

MCH/Bivona/Jay St (LaWanda)

Lara Festa

FSW Executive Board

President: Christina Christman

Vice President: LaWanda Shipman

Secretary: Santosha Kuykendall

Treasurer: Evelyn Evans

Grievance: Michelle McGrain

Grievance: LaSonia Simmons

Grievance: LaTonya Wilcox

Trustee: Kim Kuyal

Trustee: Tammy Beebe

Elections: Percy Smith

Health & Safety: Bob Way

Social Action: Kylie Ciufu

Membership: Curtis Pound

Communications: Suzanne Putnam

CCRE: Deb Jackson

Political Action: Open

Education: Frederick McAllister

Women's: Monica Locke

Organizing: Jillian Evans

Mobilization: Jessica Kilpatrick

Retiree: John Rabish