



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW

UNITY BREAK -TODAY-

**Join us on your break to grab
a treat and hear updates**

**FSW reps will be there from
10 am - 10:30 am**

St Paul St: St Paul side employee entrance

Westfall: 7th Floor Cafeteria

City Place: 5th floor vestibule



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FSW's First-Ever "Bread-and-Knows" Quiz

Answer all five of these questions correctly (knowses) and give your completed quiz to your Steward by 4/14/2023. Correct quizzes will be entered into a drawing for a \$25 Wegman's gift card (bread).

- 1.) How do you find out the name of your FSW Steward?
 - A) E-mail HR and ask, "Who is my union steward?"
 - B) Yell, as loudly as you can, "Steward, Steward, Steward, I have a union question," and see if anyone comes running.
 - C) Ask Siri and/or Alexa.
 - D) Go to the Who's Who page of the FSW website, check the listing at the end of the Union Review, or check the Bulletin Board

- 2.) What should FSW members wear on Thursdays to show solidarity?
 - A) A tie
 - B) A red shirt
 - C) Boxing gloves
 - D) Any item of red clothing: scarf, pin, belt, shirt, pants, socks – doesn't matter what

- 3.) When can the union file a grievance?
 - A) When there is a violation of the labor contract.
 - B) When more than 50% of the members are wearing red shirts.
 - C) When your administrator refuses to give your team pizza for doing a good job.
 - D) When your Supervisor gives you an informal counseling memo.

- 4.) What should you do if you believe your supervisor or administrator is violating the contract?
 - A) Cry in the bathroom, then quit and find a job you like better.
 - B) Wildcat strike, baby!
 - C) Notify your steward and grievance co-chair; they can possibly file a grievance to fix the problem.
 - D) Storm into the supervisor or administrator's office with a copy of the contract and say, "Have you ever actually read this? If not, today's the day!" And then bring dozens of co-workers in to the office and stage a sit-in. Refuse to leave until the supervisor or administrator reads the relevant paragraphs and admits that she or he was in the wrong. If security is called, seize the opportunity to unionize the guards. Sing protest songs.

- 5.) How can FSW help you avoid taking no-pay if you have a prolonged medical issue?
 - A) By selling you short-term and long-term disability insurance before you need it.
 - B) By helping members understand their rights with regards to FMLA, half-pay, and Workers Comp
 - C) By running a leave donation bank
 - D) All of the above



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The FSW Retiree Committee had a very well attended meeting on Monday March 27th. If you know anyone who would like to join the Retiree Committee please have them contact Joyce at message-fsw-union.org to join the email list. The next meeting is in June.



The FSW Bargaining Committee attended the IUE Advanced Bargaining Committee training earlier this month. From Left: LaWanda Shipman, LaSonia Simmons, Jessica Kilpatrick, Christina Christman, LaTonya Wilcox, Michelle McGrain

FSW Vice President LaWanda Shipman spoke before City Council to advocate for the Metro Justice RED campaign to fund a study for a publicly owned utility company in Rochester





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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

Know your rights at work!

Presented by:

Olivia Post Rich, Esq.
Labor & Employment Attorney,
Worker Justice Center of New
York

Rochester Next Up
Youth and new leader caucus
of the Rochester Labor
Council, AFL-CIO

What to learn:

- How to spot wage theft
- Wage and hour violations
- How breaks should work
- Your right to organize a union
- Come with questions from your work experiences!

Monday April 10th 6PM

Register at: roclaborfed.org/knowrights



We know that millions of dollars in wages every year are lost to wage theft. Workers across industries are denied breaks that they are legally required to receive. Overtime often isn't properly paid. Tips are stolen. Not least of these, many workers don't know about their legal rights to protection when forming a union!

Rochester Next Up, the youth and new leader caucus of the Rochester Labor Council is teaming up with the Worker Justice Center of New York to provide training to local workers.

Get trained BEFORE you run into these issues! If you wait, it could be too late!



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Blitman & King
LLP

Attorneys and Counselors at Law
www.bklawyers.com

**Invites You to Join Us for Our
31st Annual Labor & Employment Law
Seminar**

Monday, April 17, 2023

at

Turning Stone Resort Casino

There is no cost for this seminar and it is open to all
Labor Organizations and their Representatives



FSW members interested in this seminar please email Christina at president@fsw-union.org to sign up. You have to use your own time from your personal banks but the transportation and all meals will be paid for. We will leave from the FSW Union Hall at 7 am and will return at approximately 7 pm.



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THE UNION REVIEW

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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



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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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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

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

Saturday 5/6/2023



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



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





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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*

Open - *6th Floor*

Open - *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