



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

**THE UNION REVIEW**

Dear Union Family,

You have been patiently waiting for the details of the latest agreement with Monroe County to be released and although the County administration had agreed to send out an email with the details as of now nothing has been accurately communicated to our members. I cannot ask you to wait any longer for the rumors and speculation to be cleared up. You need and deserve to be informed of the details.

FSW signed an agreement on Wednesday October 12th 2022 with Monroe County to adjust wages for the majority of our bargaining unit. Some of the details in earlier announcements from the County were not correct and some details were not fully negotiated before information was released. This caused additional stress and concern for all of our members and in the future we would expect that every attempt would be made by the County to avoid and rectify miscommunication as quickly as possible.

The titles not covered in this agreement are as follows: Eligibility Evaluator, Eligibility Evaluator II, Identification Technician, Medical Case Worker, and Senior Medical Case Worker. FSW will continue to fight for the wages of the members in those titles to be raised but ultimately that means those members will not receive an additional raise at this time. They will of course receive the 2% negotiated raise in January.

All other titles (except Case Aides and those listed above) will receive a PAY GRADE increase. That means you move from the PAY GRADE you are currently in to the PAY GRADE immediately after it, staying in the same step you are currently in. For instance: an Examiner in Step F would move from Pay Grade 51 to the Step F in Pay Grade 52. You will continue to receive step increases as they are due and EVERYONE will receive the already negotiated 2% raise in the contract (aka CBA) on 1/1/23. This may be more or less than 7% depending on your current title and step.

Case Aides are in Pay Grade 46, there is no Pay Grade 47 on our salary schedule for them to move to. A new Pay Grade cannot be created at this time due to legal constraints. Instead Case Aides will receive a 7% raise instead of moving up a Pay Grade at this time. A new Pay Grade 47 will be created during the budget process and Case Aides will be moved to Pay Grade 47 on 1/1/23. The new Pay Grade will be inclusive of the 7% received now and the 2% contract increase but there will be no further increase at that time.

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The increases will take effect Pay Period 22 (pay date 11/4/22) with the exception of titles Case Work Supervisor and Social Work Supervisor. Those titles will be moved a Pay Grade effective 1/1/23, there will be no retro pay, and those titles will also additionally receive the 2% contract raise. This is due to terms in the County Charter regarding thresholds that the County Executive is authorized to raise without going through the budgetary process. These will be part of the 2023 County budget.

This agreement also specifically states that EVERY ONE currently receiving time and a half through FLSA (Fair Standards Labor Act) will continue to earn time and a half despite moving Pay Grades through this agreement. It also specifically states that NO ONE will be removed from our bargaining unit by moving Pay Grades as a result of income thresholds. Historically although both of these issues have been problematic previous County administrations were not flexible and it negatively impacted some of our members.

All negotiations require a lot of research, thought, and determination. As we begin to prepare for Collective Bargaining Agreement negotiations next year we want to be as inclusive as possible for all of our members. We have created a schedule of Negotiation Work Shops (the schedule in this Review) that all of our members are invited to attend. We divided the sessions by particular issues so we can have more time to focus on them during the sessions. We recognize that everyone has different schedules and needs so please attend as many and as often as you can.

During these sessions we will review our current CBA, review CBA's of other locals, share ideas, and bring up issues we have experienced relating to those topics. If you have documents you would like us to be aware of or share please bring them. Many of you have passed on a multitude of information and ideas with the Negotiating Team over the years and we have collected and saved it all.

The Negotiating team (as dictated by our by-laws) consists of the President, Vice President, the 3 Grievance Co-Chairs, and one member At Large. Our At Large member can be ANY member in good standing. **The At Large member will be elected during the General Membership meeting on Saturday October 22nd 2022.** We hope to see you all there.

In Solidarity

Christina Christman

FSW President



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## **County Legislature Endorsement Interviews**

**Saturday October 15th**

**1 pm–3 pm**

**FSW Union Hall**

**Hear from candidates running for the 1 open County Legislature seat, LD 8 (covering Webster), opportunity to ask questions**

**Immediately after the interviews we will vote on endorsement**

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### Upcoming Election Information

\*Friday, October 14<sup>th</sup> - Last day to postmark a voter registration form to be eligible to vote in the November 8th General Election.

\*Wednesday, October 19<sup>th</sup> - Last day for the Board of Elections to receive a change of address registration form for the November 8th General Election.

\*October 24<sup>th</sup> - Last day for the Board of Elections to receive an application for an absentee ballot.

\*November 8<sup>th</sup> - Election Day, Last day to postmark an Absentee Ballot back to the Board of Elections

**EARLY VOTING OCTOBER 29th - NOVEMBER 6th**

Vist <https://www.monroecounty.gov/elections> to check your polling location, view your ballot early, request absentee ballot and for more election information



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### Rochester Next Up Committee Hosts Labor Happy Hour

**Tonight October 14th, 2022 5 pm—7:30 pm**

Old Toad, 277 Alexander St Rochester, NY 14607

Rochester Next Up, the youth & new leader caucus of the AFL-CIO is hoping to meet new and young union members (and workers that want to be union members!) that want to participate in the local labor movement!

Come join us for a casual evening of drinks and snacks. We'll get to know each other and discuss how we can bring the Labor Movement forward into the 21st Century!

**Free Tickets for the Labor Film Series Movies available at the Union Hall, or call (585) 328-7170 or email [message@fsw-union.org](mailto:message@fsw-union.org). Can also pick up at the Happy Hour above.**



**Friday, October 14, 7:30 p.m.**

#### *Family Business*

(Tom Cohen, US 1978, 82 min., 16mm)

A documentary about the "American Dream," *Family Business* focuses on a single family in Muncie, Indiana. Howie Snyder has seemingly done everything right. After serving his country in the US Marine Corps, he returns home to his wife and nine children hoping to start his own business, purchasing a franchise in the Shakey's Piz-za chain. The entire family works hard and invests long hours in the business while trying to stay afloat facing poor receipts and merciless franchise demands. For a family stuck in the middle, there is only one place to turn: each other. One of several films in The Middletown Film Project, inspired by the writings of Robert and Helen Lynd.

**Friday, October 21, 7:30 p.m.**

#### *The First Wave*

(Matthew Heineman, US 2021, 93 min., DCP)

Given remarkable access to a New York City hospital from March to June, 2020, director Matthew Heineman (*Cartel Land*, *A Private War*) documents the first four months the COVID-19 pandemic hit the United States. Combining up-close footage of nurses and doctors battling the disease in intensive care and emergency rooms, and interviews with those workers and family members of victims, this truly unforgettable film provides a visceral account of the physical, emotional and social work involved with saving lives and losing lives in such an extraordinary situation. *The First Wave* shows the world the reality of crisis care from the perspective of those in its midst that will certainly leave a lasting impression.





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**Making Strides Against Breast Cancer of Rochester**

**SUNDAY, OCTOBER 16, 2022**

**Check in/ Activities open at 8:30 AM, Walk begins 10:00 AM**

**FRONTIER FIELD, ROCHESTER NY**

1 Morrie Silver Way  
Rochester, NY

**If you would like to join the team or make donations on-line, please go to:**

**<http://makingstrides.acsevents.org>, then click**

**Join a walk. Next search by: TEAM, then type Federation of Social Workers.**

**Or scan below to take you directly to the page.**



**If you have any questions, please call LaSonia Simmons at 309-9173**

**Thank You in advance for your Support!!!!!!!!!!!!**



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# **FSW Steward Elections**

**2 Stewards at Westfall Rd**

**1 Steward at St Paul St**

**Nominations Open:**

**10/3/22 - 10/22/22**

**To nominate a member contact Percy Smith at  
[percybsmith07@gmail.com](mailto:percybsmith07@gmail.com)**

**Elections will be November 18th 2022**

**at St Paul St and Westfall Rd**

**(only members in good standing at those elections will be eligible to vote  
for the steward for their assigned building)**



**Absentee ballots must be requested  
by October 28th 2022**

**Contact [message@fsw-union.org](mailto:message@fsw-union.org) or  
(585) 328-7170 to request a ballot**



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**THE UNION REVIEW**

Registration now open for  
the FSW Women's  
Wellness Event:

To RSVP for your spot scan the

QR Code or visit

[bit.ly/FSW-Women](https://bit.ly/FSW-Women)



*Please join us for a*

*Women's Wellness*  
**EVENT**

**Saturday, October 22, 2022 | 10:00 – 2:00 p.m.**

**Union Hall, 740 Driving Park Avenue**

The event will be about taking time out to do self care, as well as being healthy in mind, body, and spirit. It will focus on healthcare issues that affect women and ways to manage and cope with stress. An optional Self Awareness/Self Defense and Financial Wellness component has also been added!

*Sponsored by the FSW Women's Committee*



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# **FSW General Membership Meeting**

**Saturday October 22nd, 2022 4 pm  
740 Driving Park Ave Suite A 14613**

Agenda items will include:

- Election of At Large Member for Negotiations Committee
- CWA D1 Conference delegate selection
- Close of Steward Nominations

**RSVP at [message@fsw-union.org](mailto:message@fsw-union.org)  
ot (585) 328-7170**

**\*\*\* FSW is dedicated to providing access to general meetings to as many members as possible, if you require childcare, transportation, or any other accommodation to attend a meeting please let us know \*\*\***





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# FSW Negotiation Workgroup Sessions



<b>October 26th 2022</b>	5:30 pm	Health insurance
<b>November 5th 2022</b>	10 am	Education, Residency, Use of County Facilities
<b>November 11th 2022</b>	10 am	Wages, Longevity, Overtime, Parking Fees
<b>November 14th, 2022</b>	5:30 pm	Creating Member Survey
<b>December 3rd, 2022</b>	Noon	Flex Scheduling, Telework, Workload
<b>December 7th, 2022</b>	5:30 pm	Health & Safety, Working Conditions
<b>December 15th, 2022</b>	5:30 pm	Time Banks, Time Off, Evaluations
<b>January 7th, 2023</b>	Noon	Youth Detention Center
<b>January 16th, 2023</b>	10 am	Retirement
<b>January 21st, 2023</b>	5:30 pm	Workload, Per diems, Part time, Temps

- Open to any and all FSW members
- RSVP for as many sessions as you would like
- More sessions will be scheduled for next year
- All sessions held at FSW Union Hall

RSVP to (585) 328-7170 or  
[message@fsw-union.org](mailto:message@fsw-union.org)

Please let us know of any accommodation requests you require to attend the meeting





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*Family*

# *Harvest Party*

*FSW Union Hall*

*October 29th 2022*

*2 pm - 5 pm*

***FUN FOR ALL AGES***

*RSVP by 10/22/22*

*message@fsw-union.org*

*or call (585) 328-7170*

*Trunk or Treat, costume contest,  
arts and crafts, pumpkin decorating  
and more*

***Volunteers needed!***





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**FSW Stewards**

**St Paul St (Michelle)**

Barlue Allen

Julie Garrett

Alex Gorski

Gina Macaluso

- 1 Open Spot -

**CESU/Public Defender (LaTonya)**

Teresa Harvey

**Detention Center (LaTonya)**

Jamaal Holland

**Westfall Rd (LaSonia)**

Kylie Ciufu

Sumarie Lopez

Frederick McAllister

- 2 Open Spots -

**MCH/Bivona/Jay St (LaTonya)**

Curtis Pound

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**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: Open

Membership: Open

Communications: Suzanne Putnam

CCRE: Deb Jackson

Political Action: Open

Education: Open

Women's: Monica Locke

Organizing: Jillian Evans

Mobilization: Jessica Kilpatrick

Retiree: John Rabish