

THE UNION REVIEW

A publication of the Federation of Social Worker's IUE-CWA 81381



Federation of Social Worker's

Phone: 585-328-7170

Email: fswmessage@aol.com
presidentfsw15@aol.com

740 Driving Park Ave Suite A
Rochester, NY 14613

www.fsw-union.com

The Union Review is FSW's monthly publication. It is published by the Executive Board in order to convey all FSW news, and meeting dates as well as to provide informative articles for the membership. If any member would like to contribute to the newsletter – respond to past newsletters, ask questions about the Union, etc., please direct all feedback to **Jennifer Hartman** FSW Communications Chair @ fswcommunications@aol.com

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Federation of Social Workers IUE/CWA 81381

Nominations for President

FSW will be accepting nominations for president beginning 8/26/15 – 9/8/15. If you would like to nominate a member for president, please email, Elections Chair, John Butler at FSWmessage@aol.com

Elections for President will take place during the lunch hours at each work site on Friday, 9/18/15. If you will be out of the office that day, absentee ballots can be requested by emailing John Butler.

Important meetings coming up!

At the union office 740 Driving Park Ave

Meet the Candidates Night

Thursday 9/3/15 at 6:30 PM
Family Court Judge

Maritz Buttrago – Democrat
James Vazzana – Republican

Services staff will vote to determine who the Union will endorse.

Tuesday, 9/22/15 at 6 PM
County Executive and Legislatures

All members will vote to determine who the Union will endorse.

Steward's Council: 9/22/15, 12:00 pm
Executive Board: 9/22/15, 4:30 pm
Joint Committee: 9/10/15 at 5 PM

**MONROE COUNTY FEDERATION OF SOCIAL WORKERS
Voluntary Benefits Information**

Short Term Disability

Short term disability income protection insurance can provide benefits if you become disabled and cannot work due to a covered illness or accident. Available monthly benefits range from \$300 to \$3,000 per month and are paid in addition to any other insurance policy you may have. Your coverage is guaranteed renewable to age 65 as long as premiums are paid when due and premiums will not increase due to age.

How this insurance works

- Benefit is paid in addition to NYS Disability
- Premium is Payroll Deducted
- Portable coverage
- Level (fixed cost) premiums
- Flexible plan designs
- Covers Maternity claims

Whole Life (Permanent Life)

Whole Life insurance will pay a benefit to a designated beneficiary in the case of an untimely death of the insured. Whole Life is ideal for providing Life coverage during your retirement years.

How this insurance works

- At retirement (when income is fixed), insured can opt for a reduced benefit policy that's paid up – no additional premium will be required
- Conveniently Payroll Deducted & 100% Portable
- Premiums are guaranteed level based on the insured's age at policy issue. Guaranteed Renewable until age 120.
- No physical exam required. A few health questions may be asked, depending on the selected plan design.
- Family coverage options available, including Stand-alone spouse, children and grandchildren policies.

Voluntary Term Life/AD&D

Voluntary Term Life/AD&D insurance will pay a benefit to a designated beneficiary in the case of an untimely death of the insured. Most financial planners suggest that working individuals should have approximately 5X their annual salary in Term Life coverage.

How this insurance works

- Employees can elect up to 5X salary or \$500,000 in supplemental life coverage
- Employees can purchase Spouse and Child coverage
- Premium is conveniently Payroll Deducted
- Portable coverage at a very affordable group rate

Please contact the FSW office at 328-7170 or fswmessage@aol.com if you are interested in applying for any of these benefits. You must be a Monroe County employee for at least 90 days. To apply for the benefit please send an email to: fswmessage@aol.com. In that email please include the following information: Name, date of birth, salary, job title, hire date, mailing address or email. That information will be sent to our UNUM representative who will contact you directly to speak with you about what products are available and what your options are.



News & Views

Safety and Security

The Union is very concerned about worker's safety in the workplace and in the field.

At the Workplace:

- Always wear your ID Badge at work.
- If you see someone or something that concerns you, **take the time** to notify security.
- Be aware of your surroundings and who may be watching you exit your vehicle or the building.

In the field:

- Have your keys ready.
- Know where you are going.
- Carry only what you need.

If an incident occurs, it is **critical** that you complete an **Incident Report**. Send the original to your department administration and a copy to the Union. Employees should complete an incident report for the following reasons:

- There is an altercation (verbal, physical or written) with another client, visitor or employee.
- You are injured at work or during the course of your work day.
- There is any damage or loss to county or personal property (during the course of your work day).
- A client or visitor reports an injury that occurred while on County Property

Recent incidents reports and safety concerns:

- Accidental injuries that occurred in the field
- Verbal and physical threats.
- Items blocking the north stairway from the 10th floor from building workers during a fire alarm on July 16th at Westfall.
- Flashing lights (from a bulb that was burning out) in the stairwell at Westfall.
- Strong paint smell at St. Paul coming from the basement.
- Smoke coming from the 3rd floor and the fire alarms did not go off until someone pulled the alarm at St Paul.
- Numerous complaints about pot holes in the parking lots at both buildings

What Happens to these reports?

All of the above reported incidents were reported to the appropriate committees. The issues regarding the pot holes and fire alarms have been addressed with Tom Vassey. As Safety and Health Chair, I will follow up with them.

Joint Safety and Security Committee

- Comprised of representatives from DHS, DPH, VSA, FSW and CSEA employees and administration.
- The objective is to provide a platform for cross department discussion and information sharing about relevant safety and security issues for staff and customers of DHS, DPH and VSA.
- This committee will not be discussing pot holes, parking lighting and cleanliness of the buildings. These issues will be addressed by *Labor Management Meetings*, which occur bimonthly.

FSW Safety and Health Committee

The Union will also have a safety committee separate from the joint committee, if you are interested in being part of this committee please let me know or call Joyce at the Union office, thanks.

Submitted by Jeanne Filipowski, Safety and Health Chair.

Reminder

The parking lot near the revolving door at Westfall is for **Handicap Parking Only**. Please do not park there if you do not have a handicap hang tag.

Labor Day Parade

Monday, 9/7/15 at 11 AM

All walkers must contact Joyce at Union Office by 9/2/15 and let her know the number of people walking and T-shirt sizes.

We are in Division 4 and will line up on N. Pitkin St. between East Main and East Ave. at 10 AM

Coalition of Labor Union Women

1st Annual Family Mini Golf Fun Night

Saturday, September 26, 2015
5:00 PM – 8:00 PM

Parkside Whispering Pines Miniature Golf
(across from Seabreeze)

\$10.00 per person or \$35.00 per family of 4

Includes 3 hours of mini golf and a meal

Bring your family and friends for a fun-filled evening of mini golf and try your luck at the Chinese auction (20 tickets for \$10.00)

For more information or to sign up to participate, please see Kendall Bell, Evelyn Evans or Julie Garrett. You can also email cluwrocfl@gmail.com

Announcements

FSW Family Cookout



DATE: SATURDAY

9/5/15

TIME: 12:00-4:00

**Greece Canal Park
Millennium Lodge**

- Come on out for the last hurrah of the summer.
- Great food provided by Dave's Sidewalk Café
- Bounce house for the kids
- Music provided by a DJ

RSVP BY 9/2/15:

585-328-7170



Announcements

SHOW YOUR SUPPORT

On March 5, 2015, while on duty as a caseworker, our union member, Alma Lucas was involved in a hit-and-run accident. There is an upcoming court date scheduled for **Monday, September 28, 2015 at 9:30 AM at City Court.** Alma would appreciate if members could show their support by attending court and wearing a Red shirt.

FSW Union Open House

Tuesday 9/22/15 12-2 PM at St. Paul Cafeteria

Thursday 9/24/15 12- 2 PM at Westfall 7th Floor Break Room

Save the Date!



Annual DHS/FSW Holiday Craft & Baked Food Sale

11/19/15 @ Westfall
11/20/15 @ St. Paul St.
9 am – 2 pm

Contact fswmessage@aol.com, Brittany Granville or Shannon Putney to register for your space today and volunteer to man a table and/or submit baked goods for sale!

Bakers needed to bring in goodies the day of the sale!

Officers of the Federation of Social Worker's

Stewards

St. Paul St.

- Mary Hodge: 6th
- Leslie Gordon: 5th,
- Rosemarie Pinckney: 4th,
- Lasonia Simmons: 3rd,
- Vacant: Basement, 1st & 2nd.

Westfall Rd.

- Sumarie Lopez: 6th & 7th
- Heidi Yandricha: 5th, Visitation, AHCPS
- Alma Lucas: 4th & 10th
- Gloria Johnson: Basement, 1st, 2nd, & 3rd

MCH.

- Ksenjia Vukelic

Children's Center.

- Bonaventure Banahene

CSEU.

- Tamara Marsh

YFP/Floating/Impact

- Vacant

Executive Board Members

President: Acting- Peg Capuano

Vice President: Peg Capuano

Grievance: Kendall Bell, Michelle Alaimo, Robert Way

Trustee's: Julie Garrett, Cyril Waugh

Secretary: Kathleen Gowans

Treasurer: Virginia Baggs

Committees

Civil Rights & Equity: Latonya Wilcox

Communications: Jennifer Hartman

Elections: John Butler

Political Action: Tammy Beebe

Organizing: Troy Coffie

Social Action: Brittany Granville

Retiree's: John Rabish

Membership: Nathalie Somerzaul-Rivera

Safety & Health: Jeanne Filipwoski

Women's: Ketina Hogan-Anderson

Education: MaryAnn Maher

Negotiations: Dan DeLorme (member at-large)

