

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

From the desk of the President

I would like to take this opportunity to thank each and every member who voted in our last election. I would especially like to thank those members who volunteered their time working at the voting tables and counting the ballots at the union office on election night. I am looking forward to fulfilling the duties of president and serving the interests of our members. Thank you for all the encouragement and support! I would also like to thank Evelyn Evans for her assistance during the transition period. Please thank her for the many years of service and dedication she has given to FSW membership.

In the weeks following the election I met with IUE-CWA Staff Rep. and the members of our local negotiations team in order to learn more about previous negotiations efforts and begin charting our course going forward. We resumed discussions with the County in January and continued the talks the negotiations team had begun in the fall of last year prior to my taking office.

As a result of these ongoing discussions we have finalized a demand for settlement with Monroe County and will be submitting it for a vote of the general membership of the union in February. A letter has been mailed to all members with a copy of the summary of the demand for all to review. The information about the special membership meeting is also included in that letter and this issue of the newsletter. Please make sure that your calendar is clear so that you can attend the meeting and cast your vote.

In Unity,
Chad Kyler, President

The Union Review is FSW's new 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. Please direct all feedback to **Jennifer Hartman** FSW Communications Chair @ fswcommunications@aol.com

The Union Difference

Issue: Member's time off request denied.

Action: Union Rep. called coordinator and asked for the denial to be reconsidered.

Result: Supervisor approved the time off request*.

***Please make sure all time off requests are submitted using the County's "time off request" form. All denials of time off should also be on this form and not given verbally or in the body of an email.**



MOBILIZE & WIN!

Speak out!

At many meetings of the Monroe County Legislature members of the Federation of Social Workers speak to our elected officials about the work we do for the community, the County, and our neighbors. By doing so our members convey to County leaders both the value of the work we do and the impact we have on the community. By speaking at the legislature's meetings our members petition our local leaders for support in our ongoing effort to obtain a fair contract. Please consider speaking at the County Legislature meetings. Call 753-1950 to sign up.

Write or email!

Your County Legislator is YOUR representative and is available to hear your concerns. The official addresses and emails of every legislator are available on the County's website, please find your representative and write them about the work we do and ask them for their support in FSW's effort to negotiate a fair contract.

Attend union meetings and rallies

The Federation is stronger when our members are united in a common cause. The best way to unite with your co-workers is to attend all union meetings, rallies and events. "United we bargain, divided we beg". The old adage "there is strength in numbers" is especially true when it comes to organizations like ours which give a voice to workers. Together we can win!

Please speak with **Stan Clark-Papke** the FSW Mobilization Chair about how you can become more involved.



Members of the Federation of Social Worker's participating in the "Rally in the Park" across from 691 St. Paul St. on May Day 2014



At the May Day 2014 "Rally in the Park" our members found support in numbers and from people passing by in their cars.

Important meetings coming up!
(Union meetings are at the union office)

Steward's Council: 2/3/15, 12:00 pm
Membership meeting: 2/5/15, 5:30 pm
Executive Board: 2/17/15, 5:30 pm



News & Views

New Officers of the Federation Sworn In

On January 10th, 2014 these Executive Board officers were sworn in by our IUE-CWA staff representative James Winship; Chad Kyler – President, Kendall Bell - Grievance Co-Chair, Gloria Johnson – Steward. At the January 20th Executive Board meeting Chad administered the oath of office to these Executive Board committee chairs: Jennifer Hartman, John Butler, Brittany Granville, Nathalie Somerzaul-Rivera, Stanley Clark-Papke, Troy Coffie, Jeanne Filipowski, and Latonya Wilcox.

By The Numbers.

In 2014 the Federation of Social Workers filed 29 grievances total. FSW and Monroe County were able to reach satisfactory agreements on many of the grievances before reaching arbitration. Grievances which the County and FSW cannot resolve to the satisfaction of both parties are moved to the arbitration process. There are currently 13 grievances that are pending arbitration, 7 of these are from 2014. FSW believes these grievances are violations of the contract and has chosen to pursue resolution through arbitration. In most cases the IUE-CWA which is the international union that FSW belongs to pays for the FSW portion of the arbitration process while Monroe County covers its share of the cost. Of the 13 grievances pending arbitration 11 of them are being paid for by IUE-CWA with the remaining two being paid for by FSW. More information on grievances is available in the grievance report which is submitted at each membership meeting. Your steward and all of the grievance committee members are also available for your questions and concerns.

Submitted by ~ Michelle Alaimo

Political Action Update

The County Legislature meetings are the second Tuesday of each month. We need members to attend and sign up to speak at these meetings until we have a new contract. If you would like to sign up to speak at the meeting please call the Legislature's clerk at 753-1950.

As a reminder all 29 seats of the County Legislature are up for election this year. As union members we need to be involved in the campaigns of pro labor candidates. If you are interested in volunteering for a campaign, or if you or someone you know is interested in running for office please call Tammy Beebe at the union office to get started.

Submitted by ~ Tammy Beebe

Recent actions of the Executive Board

- Cancelled the December membership meeting
- Approved plans for the FSW holiday party
- Approved the sending of representatives to the IUE diversity meeting and the CWA new officers training.

Executive Board meetings are held monthly at the union office

FSW's Grievance Committee Members

- Chad Kyler
- Peg Capuano
- Kendall Bell
- Michelle Alaimo
- Bob Way

The Grievance Committee has many responsibilities including participating in contract negotiations, assisting in upholding the current Collective Bargaining Agreement and its provisions as well as investigating grievances and representing members during investigatory proceedings.

Using Sick Time (sec. 29.2 of the CBA)

"Sick leave constitutes absence for reasons of illness, or injury; medical, optical, dental examinations or treatments"

Sick time may be used by a member in order to care for their "parents, spouse, children, brother, sister, grandparents and grandchildren, persons occupying the position of parent of the employee or spouse, or any relative who is an actual member of the employee's household"

***If your request for X92 is denied please see a Union Rep.**



Announcements

The next meeting of **Pride at Work** will be February 5th, 5:30 pm at the CSEA office on Buffalo Rd. The next meeting of **C.L.U.W** (Coalition of Labor Union Women) will be February 24th, 6:00 pm at FSW office on Driving Park Ave.

Workers at the WXXI station will hold an NLRB election on 1/29/15 in order to organize with NABET-CWA – please call WXXI and let CEO Norm Silverstein know that you support the workers right to form a union!

Important Membership Meeting

February 5th, 2015 @ 5:30 PM at the Union office

**Members will review the "Demand for Settlement" with Monroe County
A Secret Ballot vote on the demand will be conducted following the informational portion of this meeting. Absentee ballots must be requested by 1/29/15 and submitted by 5:00 PM 2/5/15. Please request absentee ballots from John Butler. Completed ballots may be submitted to any steward or executive board member by 2/5/15, 5:00 PM.**

Officers of the Federation of Social Worker's

Stewards

St. Paul St.

- Maryanne Maher: 6th
- Leslie Gordon: 5th,
- Rosemarie Pinckney: 4th,
- Lasonia Simmons: 3rd,
- Frank Hartman: Basement, 1st & 2nd.

Westfall Rd.

- Suemarie 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: Chad Kyler

Vice President: Peg Capuano

Grievance: Kendall Bell, Michelle Alaimo, Robert Way

Trustee's: Julie Garrett, Cyril Waugh

Secretary: Kathleen Gowans

Treasurer: Virginia Baggs

Committee's

Civil Rights & Equity: Latonya Wilcox

Communications: Jennifer Hartman

Elections: John Butler

Political Action: Tammy Beebe

Mobilization: Stanley Clark-Papke

Organizing: Troy Coffie

Social Action: Brittany Granville

Retiree's: John Rabbish

Membership: Nathalie Somerzaul-Rivera

Safety & Health: Jeanne Filipwoski

Negotiations: Dan DeLorme (member at-large)

