

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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CPS News Release

Monroe County has experienced a substantial increase in reports of child abuse and neglect since the local Child Abuse Hotline was discontinued at the end of April of this year.

Reports received in May 2015 were up 13 percent over the number received in May 2014, and the increase was a staggering 27 percent in June 2015 compared to June of last year. There have been no additional caseworkers added by the County to conduct the extensive investigations required for every one of these reports. This has resulted in staff members becoming overwhelmed by the additional job responsibilities and left fearing for the safety of the children involved.

"Monroe County knew that there would be a spike in reports when they dropped the Local Hotline, but they obviously had no plan in place to deal with the impact," said Chad Kyler, president of the Federation of Social Workers. "Considering that we are often coming to the aid and support of children in serious risk situations, the County's failure to provide adequate staffing resources is irresponsible."

The average caseloads for Child Protective caseworkers was 24.7 at the end of May 2015, compared to 17.2 in May 2014, an increase of 31 percent. Compounding this problem is a significant number of vacant positions that will not be filled until sometime this fall.

"The County seems to be very proud of their budget surplus, but we don't think it should be achieved at the expense of children at risk in our community," Kyler added.

Please click on links below to see news coverage of Union Trustee, Cyril Waugh.

<http://www.rochesterhomepage.net/story/d/story/child-abuse-on-the-rise-in-monroe-county/40673/9tCB3-9Dy0iEAG72IleWWQ>

<http://13wham.com/news/features/top-stories/stories/social-workers-concerned-shortage-24748.shtml>



News & Views

Member Response

I would like to take a moment of your time to address the article by the Grievance Committee in the Federation of Social Workers Newsletter. I have included the letter I sent to the NYS Public Employment Relations Board and the US Equal Employment Opportunity Commission.

I wrote to them because we signed our last contract in 2004 and have not received a raise since 2008. We voted down every proposed contract since, because, among other things, the medical programs that were offered were so bad. Although the raise hikes were minimal, they were still something; but we could not accept them because of the medical plans.

I was only able to take a stand on the medical coverage proposed for retirees (on Medicare) on the basis of age discrimination. I, of course also, stand against the bad plans for all. The co-pays for the older retirees are much higher than that of younger employees. Being a mother and a grandmother, if I were asked who should be better covered, I would definitely say the younger, however, this is America and it should be equal for all. There should be a right to life for those of all ages. When illness strikes, no matter what age you are, it can be financially devastating if your medical plan is not good. You may not even go to the doctor

because of the cost.

We are an agency that takes care of those in need. Now that we are in need of good medical plans, not susceptible to change, where is someone to help us? That is why I sent the following letters to the EEOC and The NYS Public Relations Board. I hope it will bring attention to all the medical plans being offered

We are an agency that leads with our conscience and feels with our hearts and we give many, many long hours for our fellow human beings. We will fight for them and we will fight for ourselves because in fighting for ourselves we will be building a path for others to follow.

Mary Coffey

Letter sent to EEOC and NYS Public Employment Relations board

"I am a caseworker with Monroe County Department of Social Services. The union I am affiliated with and represents me is the Monroe County Federation of Social Workers. I am working under a contract established January 1, 2004 to December 31, 2008. When this contract was established people who had retired started calling me and told me there was something wrong. They thought that they would have the same co-pays and type of coverage as when they were working. I personally sent an e-mail to our then union head John Vasco. Please see attached. I also talked to a Joan Termini in our downtown HR who informed me that our whole contract was filled with open ended sentences. A group got together to look at the contract and to see if we could improve it in some way and we were shortly told, by John Vasco, to stop. We have voted down all proposed contracts from our union since then (with the loss of wage raises), because of the bad health insurance proposed by our union.

The Union is in the process of bringing suit against the County regarding the health Insurance for retirees. Please see attached court cases. We have been aware of the suit brought against the County for a long time and also feel that because it is retirees it is also age discrimination but understand that it is past the time to put in a complaint. Although, the Union is suing they consistently give us contract proposals to vote on which propose the same discriminatory medical for retirees. Those who are younger are offered better medical plans (although, still not good) than those who are older and retired. They speak of Federal standards, however, we are asking for equal standards of the same monetary value and same co-pays as those who are younger. To say we cannot because of our age is wrong. When we went to the presentation before the last proposed contract by our union, many spoke up regarding age discrimination. Our Vice President, Peg Capuano, stated that the County would not accept anything else. This last proposal and presentation from the union was in **February**. It contained the same prejudicial content against older people and it was voted down. We feel it is within the time restraints to put in a complaint. Please see attached.

We would like your assist in any way that you may help to bring some justice to this situation. How can a union that the people pay dues to turn their backs on those who have worked so hard and so long? Although, we voted it down, they presented a proposal which we believe blatantly shows age discrimination."

Mary Coffey

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 Tuesday, September 28, 2015 at 9:30 AM at City Court. Alma would appreciate if members could show their support by attending court.

Important meetings coming up!

(Union meetings are at the union office)

Steward's Council: 8/18/15, 12:00 pm

Executive Board: 8/18/15, 4:30 pm

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

Education Committee News

The Education Committee, chaired by MaryAnn Maher, is looking for members to volunteer to be a part of this new and innovative committee. For starters, we will be focusing on many aspects of educating our Union Sisters and Brothers on our contract and Impasse. We will also be working on other exciting projects that will inform, educate and strengthen our Union. To be a part of this new and exciting committee, contact MaryAnn Maher at 753-5832.

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!

Proceeds benefit Alyssa's Angels Foundation
(Learn more at Alyssasangels.org)

Officers of the Federation of Social Worker's

Stewards

St. Paul St.

- Maryanne Maher: 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: 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

Organizing: Troy Coffie

Social Action: Brittany Granville

Retiree's: John Rabish

Membership: Nathalie Somerzaul-Rivera

Safety & Health: Jeanne Filipowski

Women's: Ketina Hogan-Anderson

Education: MaryAnn Maher

Negotiations: Dan DeLorme (member at-large)

