

THE UNION REVIEW

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

From the desk of the President

The job duties of FSW president include many activities important to the daily operation of our Union. Among these activities are:

- Communication with County leaders and division heads
- Meetings with the County's Labor Relations team and various County administrators and Coordinator's
- Communication with members who have a concern or need
- Attendance along with another grievance committee member at investigatory interviews to represent individual members
- Grievance committee meetings
- Executive board meetings
- Stewards Council
- Attendance at administrative reviews with members
- Managing the FSW office and staff
- Making travel arrangements for officers attending conferences on behalf of FSW
- Filing grievances
- Applying for IUE-CWA representation for arbitrations
- Newsletter preparation

There are many other items not listed here. In the past two month's I have spent many hours on Saturday's at the Union office, I have used breaks and lunches while at work and I have utilized the limited release time allowed for Union representation in our Collective Bargaining Agreement to learn and work on many of these responsibilities. I consider it a great privilege to serve our members and I look forward to continuing this work throughout my term in office.

I am also thankful for the other Union leaders who work with me on many of these items and I am thankful to my predecessor's who engaged in these activities before me. Please feel free to contact me with any concerns you might have and I will do my best to respond in a timely manner.

In Unity,

Chad Kyler, President



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 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

FSW is honored to have received the 2015 "True Colors Award" from Pride at Work!

Visit the Union Website to view the Video Tribute to FSW

(See photo on page 3 of this newsletter)

Grievance Update

FH and CSR assignments: FSW and the County have settled grievance # 2013-28. The grievance was filed because Sr. Examiners who also serve as FSW grievance & negotiations committee members were being assigned their regular work while they were out on full days of release time doing Union business on behalf of the members. Per the settlement when Sr. Examiners are using pre-approved release time for an entire day of Union related business they will not be assigned their regular work.

Computer misuse: There have been a number of investigatory interviews concerning misuse of County computer's. Some of these were for personal internet usage at work and some were for using County and State systems for purposes not related to a members job duties and not resulting from the work assigned to a member.

Please remember that the County computers and the various systems we work with as County employees are not to be used for personal purposes. Please don't use the web to do your personal business and don't look at confidential information in the County and State systems that you are not required to look at as a part of your job and assignments. If you are assigned to work on something involving someone you know please immediately notify your direct supervisor.

Arbitration's

Grievance # 2013-03 a class action grievance about the conversion of sick and vacation time when a full time employee becomes part time was heard by an Arbitrator on March 10th, 2015. We expect a decision sometime in April.



Last year's HSWOY Lifetime achievement award winner was former Lt. Gov. Robert Duffy.



FSW members working hard at the 2014 annual Golf Tournament which raises funds for Alyssa's Angels!

Stay tuned for info on the 2015 HSWOY Award and FSW Golf Tournament.

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

Joint Committee: 4/9/15 5:30 pm
Steward's Council: 4/21/15 12:00 pm
Executive Board: 4/21/15, 5:30 pm



News of interest

FSW Member Benefit: AT&T wireless discount

Did you know that AT&T is the only national unionized wireless provider with more than 120,000 represented by our international Union the Communications Workers of America? No other wireless company can say that! Not Verizon, Sprint or T-Mobile. Union members are able to get AT&T wireless service at a discount. With the AT&T Wireless Discount, FSW members save **15% off** the regular monthly rate for individual and family wireless cell phone plans on the nation's largest wireless network. FSW members also receive additional savings on cell phones and accessories like ear buds for hands-free talking. Union families typically **save \$71.88 a year** with the Union Plus AT&T Wireless Discount based on 15% savings on a \$39.99 plan. Higher minute plans save even more. Not only will you be saving you'll be supporting CWA workers and their families.



Many other member benefits may be located on the Union Plus website @ www.unionplus.org



Past Presidents Evelyn Evans & John Vasko receiving the True Color's Award on behalf of FSW on 3/24/15

Health & Safety

A new joint safety and security committee is being formed. The committee will include representation from FSW, CSEA and the County. Anyone interested in joining the committee can contact Jeanne Filipowski from FSW.

FSW has been working diligently to get safety issues addressed. If you have any concerns please contact Jeanne.

Jeanne Filipowski: pavone123@yahoo.com

RARES Cards

This year's RARES cards are at the Union office and will be delivered to the worksites in April.

FSW wishes to thank the retirees committee for paying a portion of the cost for the cards.

More member benefits are coming soon!

C.L.U.W (Coalition of Labor Union Women)

The Coalition of Labor Union Women (CLUW) was formed in 1974 to support the needs of women in organized labor. Since its inception, CLUW has grown into a national organization with chapters in many states. As a constituency group of the AFL-CIO, it is a nonpartisan organization within the labor movement. Recently, along with FSW members Evelyn Evans, Julie Garrett, Tammy Beebe, Geena Cruz and several other union men and women, I have worked to start a local chapter here in Rochester. After just six months, we have met the criteria required to become a chartered chapter. As the chapter President, I am proud to say that the Rochester-Finger Lakes chapter will officially receive that charter at the CLUW national executive board meeting in April.

The chapter has been involved in local and national efforts to support the rights of women, union and non-union workers. All FSW members, men and women, are invited to be part of the continued effort as we grow and become an essential organization within the greater Rochester community.

Submitted by Kendall Bell



Announcements

Social Action

The FSW Social Action Committee is beginning to plan upcoming events and looking for future member benefits to offer our membership – if you're interested in becoming involved with FSW Social Action please contact Brittany Granville: Brittany.granville@gmail.com

Steward Election Results

Mary Hodge has been elected the new steward for the 6th floor at St. Paul St.

Welcome new FSW members

Chad and Nathalie visited the new Examiner class on 3/9/15 & the new Caseworker class on 3/13/15. Both classes were given the Union presentation and 100% of all class members signed Union cards and became members of FSW. We welcome them and wish them our best as they begin their careers at Monroe County!

The Public Face of FSW

Edge Ad group is the PR firm which handles FSW's public relations. During February and March Edge began planning for the annual golf tournament and Human Service Worker of the Year award. They also redesigned a section of the FSW website, posted numerous items to the Union's Facebook page and developed and sent the most recent edition of our E-newsletter which is delivered to over 700 members of the community.

Officers of the Federation of Social Worker's

Stewards

St. Paul St.

- Mary Hodge: 6th
- Leslie Gordon: 5th,
- Rosemarie Pinckney: 4th,
- Lasonia Simmons: 3rd,
- Frank Hartman: 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 Rabbish

Membership: Nathalie Somerzaul-Rivera

Safety & Health: Jeanne Filipowski

Negotiations: Dan DeLorme (member at-large)

