



Federation of Social Workers IUE-CWA 81381 **The Union Review**



Labor Management Updates

A couple of issues came up during Labor Management that the Union received clarification on.

- FMLA No Pay – Bargaining Unit Members were recently notified that they could use vacation and comp time for intermittent FMLA after sick leave was exhausted instead of going straight to No Pay. Members do have the option to save up to 5 days of time if they choose – you do not have to use all of your time before taking No Pay. We were advised this applies to intermittent FMLA as well, but you do have to request the time to be saved.

Attached are the FMLA forms for your doctor to complete and return as well as the FMLA Requests that need to be sent to HR indicating what time you would like to save. This will help members who need to schedule other types of appointments not covered under the FMLA without risk of occurrences.

- Informals / Formals on Time & Attendance – Any absences related to COVID were not to be counted as occurrences during the Public Health Emergency and staff should not have had them held against them. Several staff have notified the Union that they received Informals / Formals with COVID related occurrences counted. Members affected by this should contact Michelle Alaimo at fswgrievance1@gmail.com to have their situation reviewed.

740 Driving Park Ave Suite A
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Phone: 585-328-7170
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message@fsw-union.org
president@fsw-union.org
www.fsw-union.com

July 6, 2021



Federation of Social Workers
IUE-CWA 81381
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July Membership Meeting

Tuesday July 20th 5:30 pm
FSW Union Hall
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RSVP at (585) 328-7170 or message@fsw-union.org

*** Let us know how many will be attending
and if you need childcare ***

Public Workers Build Back Better: CWA PHEW Digital Summit



CWA PHEW (Public, Healthcare & Education Workers) is holding a Digital Summit this month with several free trainings offered to all CWA members. Please register for as many sessions as you would like using the hyperlinks. If you need access to a laptop to attend, we do have some available for your use at the Union hall. Please contact Christina at president@fsw-union.org to reserve.

- **[Build Back Better, Summit Plenary](#)** - Monday, July 26, 8pm Est
CWA leaders share out on our work to organize and defend the public sector
- **[Mobilizing to Win](#)** - Sunday, July 25, 5-6:30pm Est
Building strength and power to mobilize
- **[Bargaining for the Common Good: An Introduction](#)** - Monday, July 26, 5-6pm Est
Join this quick introduction to Bargaining for the Common Good, a way of building power that benefits everyone in our communities
- **[Public Pensions: Trends, Threats and Opportunities](#)** - Tuesday, July 27, 5-6:30pm Est
Assessing trends in public pension policies and management, and what threats and opportunities are on the horizon for our members
- **[Power at the Bargaining Table](#)** - Wednesday, July 28, 5-6:30pm Est
Preparing our membership committees to fight for a strong contract

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FSW Grievance Chairs

FSW Members it is never too early to start preparing for negotiations for our next contract.

Please complete the form attached and return to message@fsw-union.org or give to your Steward by 7/15/21. Thank you all for your anticipated cooperation.

Wearing RED on Thursdays is more than just wearing a shirt.



Wearing RED on Thursdays is a sign of unity and solidarity. In times of harmony, it is symbol of remembrance and in hard times, a sign of strength, courage, power and resolve of the union to NEVER back down. YOU are the Union! Wearing RED on Thursdays shows that we all stand together in the face of adversity in whatever form it may choose to come. Wearing RED on Thursdays speaks to other coworkers who may be hesitant to show their solidarity. It says to them, "You are not alone, we stand shoulder to shoulder with you, we stand

How do you get red tickets to win fabulous prizes?

- 1. Be an FSW Member in good standing**
- 2. Wear a Red Shirt on Thursday.**

If you have a RED Shirt on you can get additional tickets:

- A. Show your CWA/IUE Union Card**
- B. Have the Red T-Shirt sign hanging in near your desk**

Your Steward or Team Captain will be by to give you up to **THREE tickets each week!**

together"!

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The Red Shirt Ticket Winners are..... For June are Joyce

Bradshaw and Michelle Alaimo

Heather Yandricha is our Quarterly Winner

(Joyce Pictured)

SAVE THE DATE

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Our 15th Annual FSW Golf Tournament will be held on Sunday, September 12th at Wild Wood Country Club. Hopefully, many of you can join us again this year. The money raised by this event helps children in need in our community in a variety of

Sunday
September 12th,
2021

WILDWOOD COUNTRY CLUB

9/4/21 FSW PICNIC Greece Canal Park Millennial Lodge



Communications/Social Media

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@FSW_Rochester

To sign up please download the app.

AllAboard Link: <https://unionstrong.app.link/fsw81381>

TextAboard Code: Text the code fsw81381 to the number 888-403-4140

Executive Board

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Officers

Christina Christma, Acting President

Vacant, Vice President

Evelyn Evans, Treasurer

Santosha Kuykendall, Secretary

Michelle Alaimo, Grievance Co-chair

LaSonia Simmons, Grievance Co-chair

LaTonya Wilcox, Grievance Co-chair

Kim Kuyal, Trustee

Tamara Beebe, Trustee

Lawanda Shipman, Mobilization

Committee Chairs

Percival Smith, Jr., Election

Bob Way, Health and Safety

Cynthia Ford, Membership

Suzanne Putnam, Communication

Vacant, Civil Rights and Equity

Vacant, Political Action

John Rabish, Retirees

Monica Locke, Women's

Millie Key, Education

Ketina Hogan-Anderson, Social Action

Stewards

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Westfall

Mari Henry

Sumarie Lopez

Andrew Bynoe

Frederick McAllister

Alex Gorski

Curtis Pound

Kylie Ciufu

St. Paul St.

Julie Garrett

Sean Conor Martin

Gina Macaluso

Raquel Grant

Barlue Allen

Deb Jackson

Off-site

Lennie Murrell, MCCC

Theresa Harvey, CSEU

Vacant, MCH

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