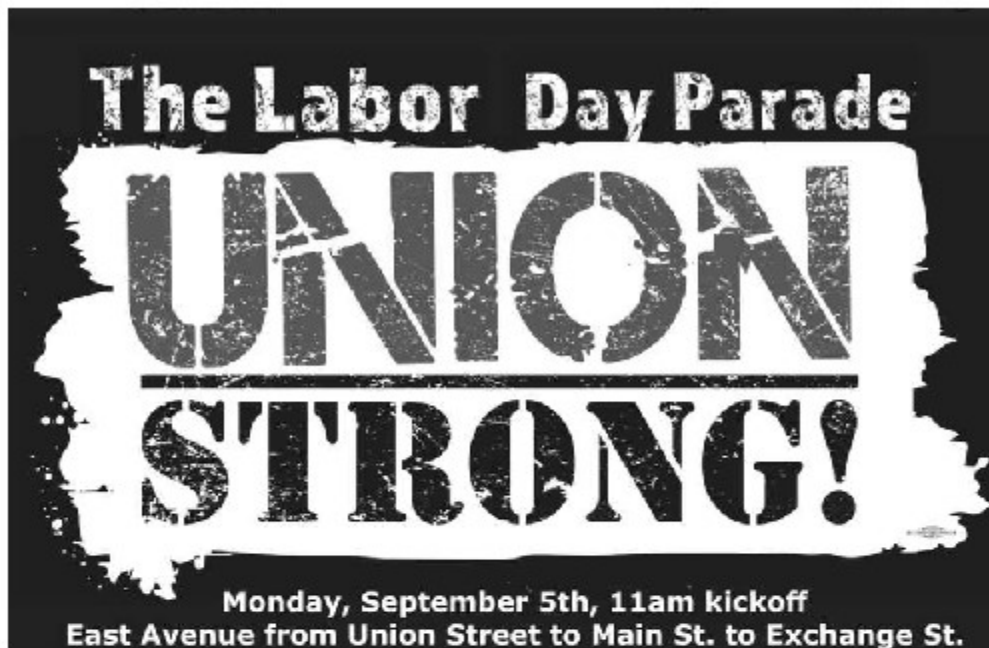




Federation of Social Workers
IUE~CWA 81381

THE UNION REVIEW



March with our union in the Parade

Free t-shirts for marchers

**RSVP to Joyce at (585) 328-7170 or
message@fsw-union.org (include shirt sizes)**



Monday Sept 5th
Line up at 10 am, Kickoff at 11 am



Federation of Social Workers IUE~CWA 81381

THE UNION REVIEW

Current Voluntary plans available for Federation of Social Workers members through Bond Benefits Consulting.

UNUM Short Term Disability (on paystub as "Short Term Life Ins")

Benefit options up to the lesser of 40% monthly income, or \$3,000.

Options to start benefit after 7, 14, 30, 60, 90, or 180 days after disabled.

Options to continue benefit for 3, 6, 12, or 24 months.

Some general plan parameters:

Pre-existing condition exclusion is 12 months prior to enrollment, and for 12 months after enrolled.

Coverage is portable if leave the Federation.

Coverage can remain active until enrollment anniversary after age 65.

Rates are based on pricing age at enrollment, and coverage options.

If members want to make a change in the amount they receive per month, that also should start with Joyce.

UNUM Group Term Life (on paystub as "Group Term Life Ins.")

Benefit options:

Employee: \$10,000 increments up to lesser of 5 X Salary or \$500,000.

Spouse: \$5,000 increments up to 100% employee amount.

Child: \$2,000 or \$4,000 (up to age 19, of 26 if FT student).

Some general plan parameters:

Requires medical underwriting for approval determination.

Coverage reduces by 35% at age 70, and by 50% at age 75.

Coverage is Convertible to an Individual Whole Life plan if leave the Federation.

Rates are based on 5-year age-bands, and amount of coverage elected.

UNUM Universal Life, and UNUM Interest-Sensitive Whole Life (on paystub as "Universal Life")

Both are individual plans that some employees have, but no longer able to enroll in.

Both are Portable if leave the Federation.



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THE UNION REVIEW

Prudential Long Term Disability (on paystub as "FSW Disability")

Benefit is 60% of your monthly income to a maximum of \$3,000 per month.

If approved, benefit would start after 180 days of being continually disabled. If still totally disabled after two years, benefit could last up until age 65.

Some general plan parameters:

Pre-existing Condition exclusion: 3 months prior to enrollment, and for 12 months after enrolled.

Own Occupation Limitation: 24 months

Mental/Nervous Limitation: 24 months

If able to earn 60% pre-disability earnings, benefits would discontinue-

Pricing is based on income, at current rate from Prudential. (Rates can periodically change at policy renewal in December.)

How To's?

Initial / Main contact for Federation employees is always Joyce Wawrzaszek 585-328-7170; message@fsw-union.org Joyce can help with some general questions, and can also redirect you to the appropriate person if need be.

How to enroll:

Joyce hands out general overview information to new hires in the red orientation packets. If members need additional information, they reach out to Joyce for direction.

For existing members wanting to enroll, Joyce has Prudential Long Term enrollment material. Joyce will direct you to Kim Tracey for UNUM Term Life enrollment information, and to UNUM contacts for Short Term Disability enrollment information.

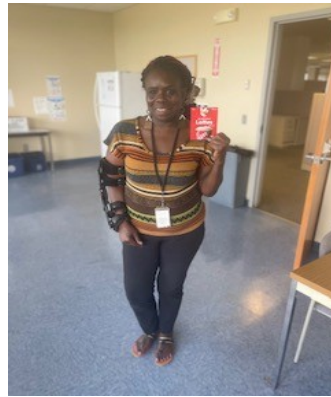
How to file a claim:

Joyce has claim form information, and will also loop Kim Tracey in on the claim being filed. If there are claim questions after filing, please contact Joyce.



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THE UNION REVIEW



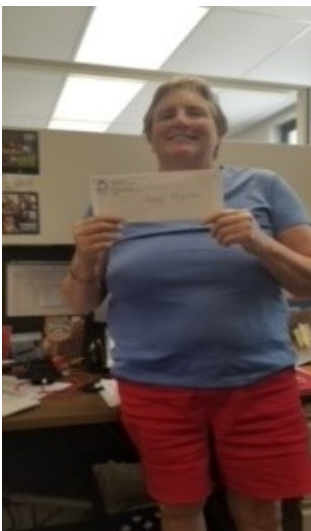
July Lilley Wiggins

August

Beau Smith (with Barlue Allen)



Cindy Deroo

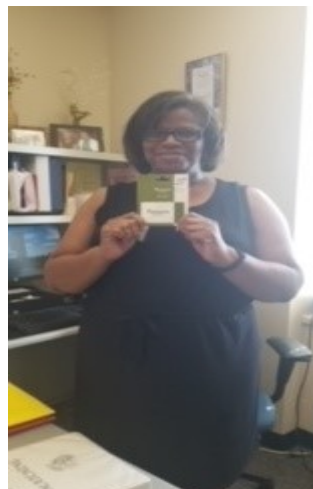


Lori Ribby



LaTanya Stamps June red ticket winner.

Wendy Fitzgibbon is 50.00 quarterly winner.





Federation of Social Workers IUE~CWA 81381

THE UNION REVIEW

Julie Garrett is FSW's
Member of the
Month for July! 😊



Julie Garrett is a supervisor in Care Management and has worked at DHS for 15 years. She is currently a steward, but has also served the union as a trustee and treasurer. Julie is a delegate to the Labor Council, and sits on their executive board as the president of Rochester Next Up.

She is considered one of the Federation's most consistent volunteers when it comes to "giving back to the community" activities, including most recently the Helping to Feed Families who are homeless project.

Clearly, Julie Garrett is an extremely deserving Member of the Month! Congratulations! 🙌🙌

The FSW Member of the Month program is sponsored by Modica Law Firm, Edge Advertising Group, and the FSW Retirees Council.



Federation of Social Workers
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THE UNION REVIEW

**Congratulations to our FSW
Scholarship Winners !**

Iyanna Voltaire

And

Anson Butler!





Federation of Social Workers
IUE~CWA 81381

THE UNION REVIEW

FSW at Pride Parade





Federation of Social Workers IUE~CWA 81381

THE UNION REVIEW

Name and Title: Michelle McGrain

Name and nature of event/function : IUE Steward Training and Bargaining

Location and Date(s) attended: 8/19/22-8/20/22

What was the purpose/goal of the function?

These trainings were introduction to Steward Duties and Bargaining.

What new things did you learn at the function?

Most of the was a refresher to me .

Some of the Stewards wanted to debrief after the training and I thought that was great!

They brought up some new and interesting things I had not thought of before.

How can you apply what you learned to your union role(s)?

Organizing, patience, unity and being unbiased are things we all need to work on sometimes. I know FSW preaches get involved, join a committee, do what you can.

I need to get back to all of that!

How does your attendance at the function benefit members?

This was a great opportunity to remind me of some little things that are sometimes forgotten during the grievance process and bargaining. The things I learned will be very helpful during Investigatories and negotiations.

Would you recommend FSW attendance at this function in the future? Why or why not?

Steward Training is good for newly elected Stewards to show them the basic process of the grievance process. Filing, fact finding and possible resolutions.

Bargaining Training would be great for any member of a local . I am not saying we should send every member but possibly have an in house , brief training for members that are interested in the process especially since we will be negotiating in 2023.



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THE UNION REVIEW

Person attending (Name & Title): Gina Macaluso

Name and nature of the event/function (i.e., Conference, Training, etc.) Steward Training

Dates attended: 8/19 8/20

What was the purpose/goal of the function? To learn our job duty as a steward, learn what is and is not a grievance.

What did you learn and/or what significant information was shared at the function? I learned what info is needed to file a grievance, how to get people more involved, the who, what, when, where, and why, questions to ask before filing a grievance. Learned about solidarity and different things we can do as a union to get folks involved more.

How is what you learned relevant to FSW? It will help me know what can and cannot be grieved, how to get people interested and involved.