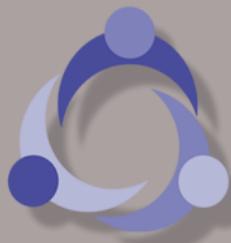


THE UNION REVIEW

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



Federation of Social Worker's

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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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by visiting www.fsw-union.com

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From the Desk of the President

Thank you to all the members who voted in the recent election. A special thanks to all who volunteered to work at the voting tables and count ballots. I am humbled and honored to be entrusted as your president. I look forward to continuing to serve the interest of our members.

FSW will be accepting nominations for vice president beginning 9/30/15 – 10/7/15. If you would like to nominate a member for vice president, please email, Elections Chair, John Butler at fswelections2@aol.com. This election will take place on Wednesday, 10/21/15 during the lunch hours at each work site. If you will be out of the office that day, absentee ballots can be requested by emailing John Butler.

The Negotiations Team and the County will be meeting with the Public Employee Relations Board mediator on October 7, 2015. The mediation process with PERB will allow us to have three meeting to try and reach a new agreement.

Membership discount cards from CWA have been mailed to all members' addresses which FSW currently has on file. If you do not receive your membership card by October 9, 2015, please email your current address to Fswmessage@aol.com and we will send the card out to you. These cards are valid through December 2019. Check out www.FSW-union.com to view all the available discounts through your active membership.

In Unity,
Peg Capuano, President

Important Meetings Coming Up!

Executive Board
Tuesday, 10/20 at 4:30 PM

Steward's Council
Tuesday, 10/20 at 12 pm

News & Views

Survey Findings:

In May, 2015, members at the St. Paul Street and Westfall Road sites participated in the IUE/CWA Inclusion and Diversity Questionnaire. Members were given surveys to return without providing their name, position or unit. The only identifying information asked was to provide their worksite (WFR/SPS). Out of about 700 members; 176 responded. Based upon the responses here is what I can report.

Inclusiveness:

Information from our local office and officers stated our uniqueness is paramount in celebrating our diversity. Through physical and interactive engagement by leadership with the members, we can ascertain the areas our local can address. Most of our members need to feel included and updated in what we (as E-board and stewards) do and our processes.

What made our membership feel inclusive?

Many of our members have expressed the fact that they paid their union dues made them a member. Longtime members stated that they felt more inclusive when our union would hold the meetings between the various worksites, while new members stated that the orientation presentation made them want to be a part of the local. Others stated that inclusion for them came when they were asked to volunteer for various events or the membership social gatherings like the annual picnic or coming to the union hall to vote.

POLITICAL ACTION ENDORSEMENT FOR 2015

At the September 22, 2015 membership meeting the following endorsements for November 2015 elections were made by the membership

Position	Name	District
County Executive	Sandy Frankel	Monroe County
County Legislator	Maggie Ridge	12 th Chili/ Henrietta /Pittsford
County Legislator	Mike Bovay	16 th - Irondequoit
County Legislator	Dick Beebe	6 th - Greece
Family Court Judge	James Vazanna	Monroe County

Respectfully submitted,
Tamara Beebe

Election Day
Tuesday, November 3, 2015

Black Out

Many of you may have wondered about the FSW bulletin boards and why they were "blacked out." They were blacked out as a symbolic representation that negotiations have ceased and until an agreement is reached, the bulletin boards will continue to have a black background. Important news and information will be posted on the boards to keep members informed. In addition to the bulletin boards, I encourage members to visit www.FSW-union.com, Facebook and Twitter for more information.

In solidarity, LaTonya Wilcox
CCRE Chairperson

What made our membership feel un-inclusive/distant?

The distance can be attributed to a few factors: 1. not receiving information in a timely manner and 2. When provided on time membership did not review the information. Other factors that presents a challenge and has contributed to membership disconnect has been the reliance of follow-up by leadership to ensure that all are informed. I asked members if they knew who their steward is and many replied that they did not. I also asked the members if they had time to view the monthly newsletter or the FSW website. The majority of the responses were- they did not have the time, nor were they particularly interested in viewing them after work.

Diversity:

The membership is diverse and events in the past were useful to promote and celebrate diversity among the membership. The leadership is also diverse from different ethnic, social, gender and orientation backgrounds. While some members feel that the leadership is mostly comprised of minorities, based upon the configuration of the entire membership, leadership is not proportionately reflected based upon the membership the percentage of representatives.

Because our membership is diverse, we still need to find ways to recognize diversity beyond the physical appearance and celebrate those differences. In the past we got pushback from promoting the diversity, however, the same medium we used to celebrate diversity in the past has been embraced by administration. While it could be perceived in an adverse way, we have to acknowledge that some members of our local are working with administration to continue to recognize and promote issues that deal with diversity.

Again, more transparency is needed to introduce leadership to the membership and highlight our differences and our unique perspectives. More exposure and visibility of leadership that is unknown by the members will help to foster solidarity and engagement in common agendas.

If you are interested in discussing the full report, I invite you to invite me, to schedule a time to meet you at the Federation Hall at: 570 Driving Park. I want to thank all the E-board Members, Stewards and all the Members who participated in the Survey. There will be more to come.

Remember: ALL MEMBERS MATTER,

In solidarity, LaTonya Wilcox
CCRE Chairperson

Announcements



Annual DHS/FSW Holiday Craft and Baked Food Sale

Proceeds benefit Alyssa's Angels Foundation
Learn more at alyssasangels.org

11/19/15 at Westfall Rd.
10 AM – 2 PM

11/20/15 at St. Paul St.
10 AM – 2 PM

Bakers are also needed to bring goodies the day of the sale.
Contact fswmessage@aol.com, Brittany Granville or Shannon Putney to register for
your space today.

Volunteer to man a table and/or submit baked goods for sale!

Announcements

September
Prostate Cancer
Awareness Month



You are allowed 4 hours of County Paid Time Off with Code X44 on timecard.
Submitted by - Education Committee

October
Breast Cancer
Awareness Month



You are allowed 4 hours of County Paid Time Off with Code X44 on timecard.
Submitted by - Education Committee

OCTOBER

National Domestic Violence Awareness Month



Stop the Violence

Officers of the Federation of Social Worker's

Stewards

St. Paul St.

- Mary Hodge: 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: Peg Capuano

Vice President: Vacant

Grievance: Kendall Bell, Michelle Alaimo, Robert Way

Trustee's: Julie Garrett, Cyril Waugh

Secretary: Kathleen Gowans

Treasurer: Virginia Baggs

Committees

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 Filipwoski

Women's: Ketina Hogan-Anderson

Education: MaryAnn Maher

Negotiations: Dan DeLorme (member at-large)

