



# Federation of Social Workers IUE~CWA 81381

## THE UNION REVIEW

A tentative agreement has been reached. The agreement will be mailed to all members and should be in hand early next week. Information sessions are being scheduled and will be included in the attached letter.

June 27, 2018

Brothers and Sisters,

The past month has been full of activity, here at our place of employment as well as in our personal lives. Many of us have friends and family who are graduating from high school or college and embarking on the next phase of their lives. Congratulations to two of those graduates, Khala Anderson, daughter of Sheawanda Anderson and Ayanna Sampson, daughter of Bryan Sampson. They are this year's recipients of the Ed Grabowski/Dina Finn Memorial Scholarship.

As much as we'd like to focus only on the positive events of everyday, we must also acknowledge everything that is happening (or not) within our workplace. Considering the recent events involving caseworkers in unimaginable situations, the imposition of un-negotiated policies, and the lack of preparation for State mandated changes, there is much work for us to do.

In response to the assault and shooting incidents, investigator Jack O'Brien from PESH, Public Employee Safety and Health Bureau, interviewed me and caseworker Ketina Hogan-Anderson regarding the perceived safety issues facing staff that must go out in the field. His investigation commenced at the direction of his superiors, before FSW could make a request, so Monroe County is on the radar. He has agreed to provide me with a copy of his completed report.

Grievance 2018-13, X92 Pre-approved sick time, was denied at second step. It has been moved to third step and will be heard at the next labor management/third step meeting on July 12. For a point of reference, the second step hearing lasted 1 ½ hours and enlisted several pages of questions, likely prepared by the County's attorney. The denial was 6 pages long. This is not typical; in the past we have been able to resolve grievances at steps 2 and 3 without legal intervention. This is a direct attack on our collective bargaining rights. This is reason #1 why we all must make sure our membership cards are

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signed and we must maintain solidarity and not allow anti-union animus to erode all that we have gained through years of negotiation.

In October, the Monroe County Children's Center will be required to accept higher level youth offenders, in addition to the youth currently in care. Mandates require complete separation of this new population from the youth currently housed at the facility. The staff will be required to maintain strict division of duties, meaning staff working with one population cannot work with the other population during the same work shift. Although there are additional regulations that are still in draft form, the major concern is the lack of staff to meet current standards, as well as the additional strictures of the pending changes. Like the staffing crisis in CPS, this has the potential to yield crippling results. How is the work to be done when there is not sufficient staff? This will continue to be a labor management meeting agenda item until the issue is resolved.

Brothers and Sisters, I urge you to stand tall, wear red on Thursdays and make it clear that we will not give away what we have earned!

In Solidarity,

Kendall Bell, President

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### Save- the- Dates!

**Saturday July 21, 2018 is Union Night at Frontier Field**

**The Rochester Redwings vs. Norfolk @ 6:05pm**

**There will be a Red Wings Cap Giveaway at this game:**



**First 2,000 fans will take home a free Wings cap!**

FSW is again sponsoring tickets for Union Night at Frontier Field. The first 100 members to RSVP to the office at 585-328-7170 or [message@fsw-union.org](mailto:message@fsw-union.org) will be able to claim up to 4 tickets at no charge. Additional tickets can be purchased at \$7 each.



Saturday July 21, 2018 FSW Union will be walking in the Pride Parade. The lineup is at Alexander Ave. and Park Ave. at 12pm. The parade starts at 1pm. Wear your FSW attire as we walk with other unions in one of the most fun parades of the summer! All walkers will receive a movie ticket for supporting. Come join us in the fun and festivities!

### T-shirt design contest

It's time to think about our Labor Day parade shirts designs! The parade will be held on Labor Day, September 3<sup>rd</sup>. The theme is Union Strong! The winning designer will receive \$100. All submissions are due to [message@fsw-union.org](mailto:message@fsw-union.org) by July 18<sup>th</sup> and members will determine the winning design at the July 19<sup>th</sup> membership meeting.

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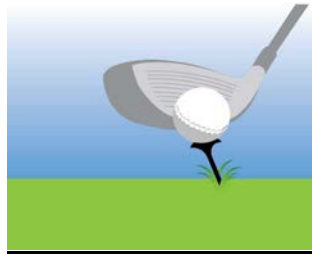


**Federation of Social Workers  
IUE~CWA 81381**

**THE UNION REVIEW**

**Federation of Social Workers IEU Local 381**

**13<sup>th</sup> Annual Golf Tournament**



**Sunday July 22, 2018**

**Wild Wood Country Club**

**Our 13th Annual FSW Golf Tournament will be held on  
Sunday, July 22nd 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 ways.**

**If you aren't able to play, please consider some  
level of sponsorship or donation of a silent auction prize.**

**The registration/sponsorship form and more**

**information can be found at**

**FSWCharityGolf.org**

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### Save- the- Date



Saturday September 8, 2018 FSW Annual Family Cookout at Greece Canal Park.

What a great opportunity for our HS students to volunteer for scholarship hours! Come join us in food, fun and fellowship!



Friday, November 2, 2018 is our 14<sup>th</sup> Annual Human Service of the Year Awards Luncheon. Nominations can be done online at [www.fsw-union.org](http://www.fsw-union.org).

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## THE UNION REVIEW

### **Member of the Month**

We are pleased to announce a new program that will recognize a Federation “Member of the Month”. This person will be honored for his or her outstanding contributions of service to the entire community.

There will be a “Member of the Month” recognized every month, year around. If you would like to nominate a FSW member who has done exceptional volunteer work or community service visit our website: <http://www.fsw-union.org>

Each month’s honoree will receive a \$100 gift card to the restaurant of their choice, courtesy of the Retirees Council of the Federation of Social Workers IUE/CWA 81381, Modica Law Firm and Edge Advertising Group.

Nominations are still being accepted for member of the month. Who can you shine the spotlight on for their contribution of service to our community?

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### Upcoming meetings

July 3, 2018	Grievance Committee	1:00 PM
July 10, 2018	Grievance Committee	1:00 PM
July 17, 2018	Grievance Committee	1:00 PM
	Joint E-Board/Steward	3:00PM
July 19, 2018	Membership	5:30 PM

### Executive Board

#### Officers

Kendall Bell, President

Bob Way, Vice President

Julie Garrett, Treasurer

Tammy Beebe, Secretary

Michelle Alaimo, Grievance Co-chair

Evelyn Evans, Grievance Co-chair

LaTonya Wilcox, Grievance Co-chair

Kim Kuyal, Trustee

Cyril Waugh, Trustee

#### Committee Chairs

Percival Smith, Jr., Election

Bryan Sampson, Health and Safety

Millie Key, Membership

Ebony Burgess, Communication

Todd Ranous, Civil Rights and Equity

Laverne Marshall, Political Action

John Rabish, Retirees

Monica Locke, Women's

Khari Clarendon, Education

Ketina Hogan-Anderson, Social Action

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### Stewards

#### Westfall

LaSonia Simmons

Heidi Yandricha

Cynthia Ford

Frederick McAllister

Alexandriana Miller

#### St. Paul St.

Rosalin Correa-Buntley

Angelica Perez

Gina Macaluso

Reneita Linton

Lolita Smith

#### Off-site

Bonaventure Banahene, MCCC

Tamara Marsh, CSEU

Ksenija Vukelic, MCH

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