



Federation of Social Workers  
IUE-CWA 81381

## THE UNION REVIEW

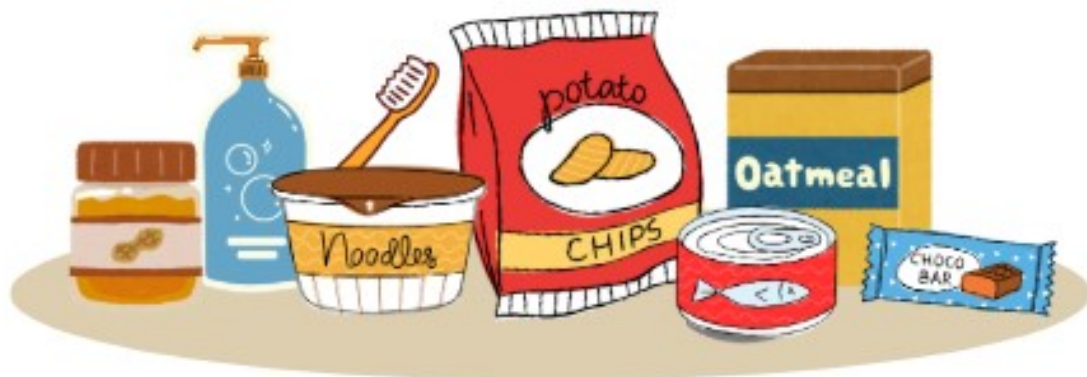


*Labor Feeds NY*



# FOOD DRIVE

**NOVEMBER 19TH - DECEMBER 1ST 2025**



**STEWARDS ARE COLLECTING THE FOLLOWING ITEMS:**

### St Paul St

Floors 1 & 2 Timothy -  
Bodywash/Soap  
Floor 3 Yolanda - Deodorant  
Floor 4 Heather - Toilet Paper  
Floor 5 Gina - Snacks  
Floor 6 Shatara - Lotion

### Offsites

Lisa - Peanut Butter & Jelly

### Westfall

Floors 1 & 3 Darius - Canned Goods  
Floor 2 Queenisha -  
Toothpaste / Toothbrush  
Floor 5 Paige -  
Mac & Cheese and Baked Goods

### City Place & Detention Center

Maria & Fisher - Cereal



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## THE UNION REVIEW



FSW WOMEN'S COMMITTEE

# HOLIDAY GIFT PROJECT

FSW WOMEN'S COMMITTEE  
HAS ADOPTED RCSD SCHOOL 42 THIS  
SEASON FOR HOLIDAY GIFTS. STOP BY  
TO VISIT US AND PICK A CHILD TO  
SHOP FOR THIS YEAR.

### Wish List Pick up Times:

**11/19/2025: City Place 9 am - 11 am**

**5<sup>th</sup> Floor Elevators**

**11/20/2025: Westfall Rd 12 - 2 pm**

**1<sup>st</sup> Floor Elevators**

**11/21/2025: St Paul St 12 - 2 pm**

**1<sup>st</sup> Floor Elevators**

**If you cannot make the pick up time  
but want to shop for a child contact**

**Deborah Jackson at  
Jacksondeborah66@gmail.com**



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FSW WOMEN'S COMMITTEE  
COLLECTING:

# HOLIDAY CARDS

NOW - UNTIL DEC 8<sup>TH</sup> 2025

To be distributed to residents at  
MCH & St. John's Home

FSW Women's Committee will be holding lunchtime  
signings the second week in December. Times & locations  
to be announced.

DONATION COLLECTIONS:

WESTFALL: LINDA BUFF ROOM 370 DAYCARE  
ST PAUL ST: LORI ALEXANDER 4<sup>TH</sup> FLOOR SNAP



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**THE UNION REVIEW**



## HEALTH INSURANCE

Open enrollment is here! Did you know article 9.5 of the FSW CBA states if 55 employees, hired prior to 2016, covered under this agreement do not take the County Health insurance you will be paid \$2500.00?

All you have to do is complete the Waiver of Group Coverage form and return it to HR.

FSW will be available to answer questions:

Thursday November 20, 2025

St Paul St Room 442 from Noon - 1 pm



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## THE UNION REVIEW



### Department of Human Resources

Monroe County, New York

Adam J. Bello  
County Executive

Andrea M. Guzzetta Zury  
Director

### WAIVER OF GROUP COVERAGE

Employee Name: \_\_\_\_\_ Date of Birth: \_\_\_\_/\_\_\_\_/\_\_\_\_

By submitting this form, I acknowledge that I have been provided an opportunity to review and participate in the Monroe County Health Insurance and Dental plans. Although I am currently eligible for these benefits, I voluntarily decline to enroll myself, my spouse and/or my dependents in the:

\_\_\_\_\_ **Monroe County Health Insurance Plan**  
(Initials)

\_\_\_\_\_ **Monroe County Dental Insurance Plan**  
(Initials)

**Reason for Waiving Coverage- Please Check One:**

- ☐ Covered through spouse's employer
- ☐ Covered through a parent's employer
- ☐ Under age 65 Retiree covered by previous employer's insurance program
- ☐ Other, please specify: \_\_\_\_\_

**Please note:** Monroe County believes that the health insurance you have been offered satisfies both the affordability test and the minimum value test under the Affordable Care Act (the "Act"). This means that it is unlikely that you will be eligible for any subsidies or cost sharing reductions if you decline enrollment and instead obtain coverage through the health insurance exchange. Additionally, please remember that if you fail to obtain health insurance coverage you may be subject to a penalty under the Act's "Individual Mandate." Your declination here is proof that Monroe County offered appropriate coverage and that you are aware that declination could have tax implications. If you have any questions, please refer to the "MANDATORY NOTICE TO EMPLOYEES ON PPACA AND HEALTH INSURANCE EXCHANGES" or contact Human Resources.

In waiving coverage, I understand that I and/or my dependents may enroll during normal open enrollment, or within 30 days of a Qualifying Event. I recognize that it is my responsibility to contact the Department of Human Resources if I have any questions about my eligibility for County Health Insurance and/or Dental Insurance plans.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

210 County Office Building • 39 West Main Street • Rochester, New York 14614-1471  
(585) 753-1700 • fax: (585) 753-1728 • [www.monroecounty.gov](http://www.monroecounty.gov)



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**THE UNION REVIEW**

Rochester Union of nurses and Allied Professionals (RUNAP) is holding a rally and press conference to call out RRH's unacceptable health insurance cuts, update members, coworkers, and the community on what we are doing to fight back, and spotlight the human impact on our families.

Join us outside RGH on Monday 11/24 from 12pm to 2pm (press conference starts at 12:30pm) as we rally to ensure the people who provide care to our community can afford that care for our own families.

# **RRH Staff Rally**

## **Mon 11/24 | 12-2 pm**

**1425 Portland Ave (in front of RGH)**



**Press Conference**  
**@ 12:30 pm**

**We will not stop fighting for affordable benefits and  
safe staffing across the RRH system.**

RRH modified their disastrous health insurance plan only after  
pressure from employees. Join us to update community supporters  
and show executives that we stand together!

**Can we count on you?**  
**RSVP today by scanning**  
**the code or visit**  
**[tinyurl.com/RRHrally](https://tinyurl.com/RRHrally)**

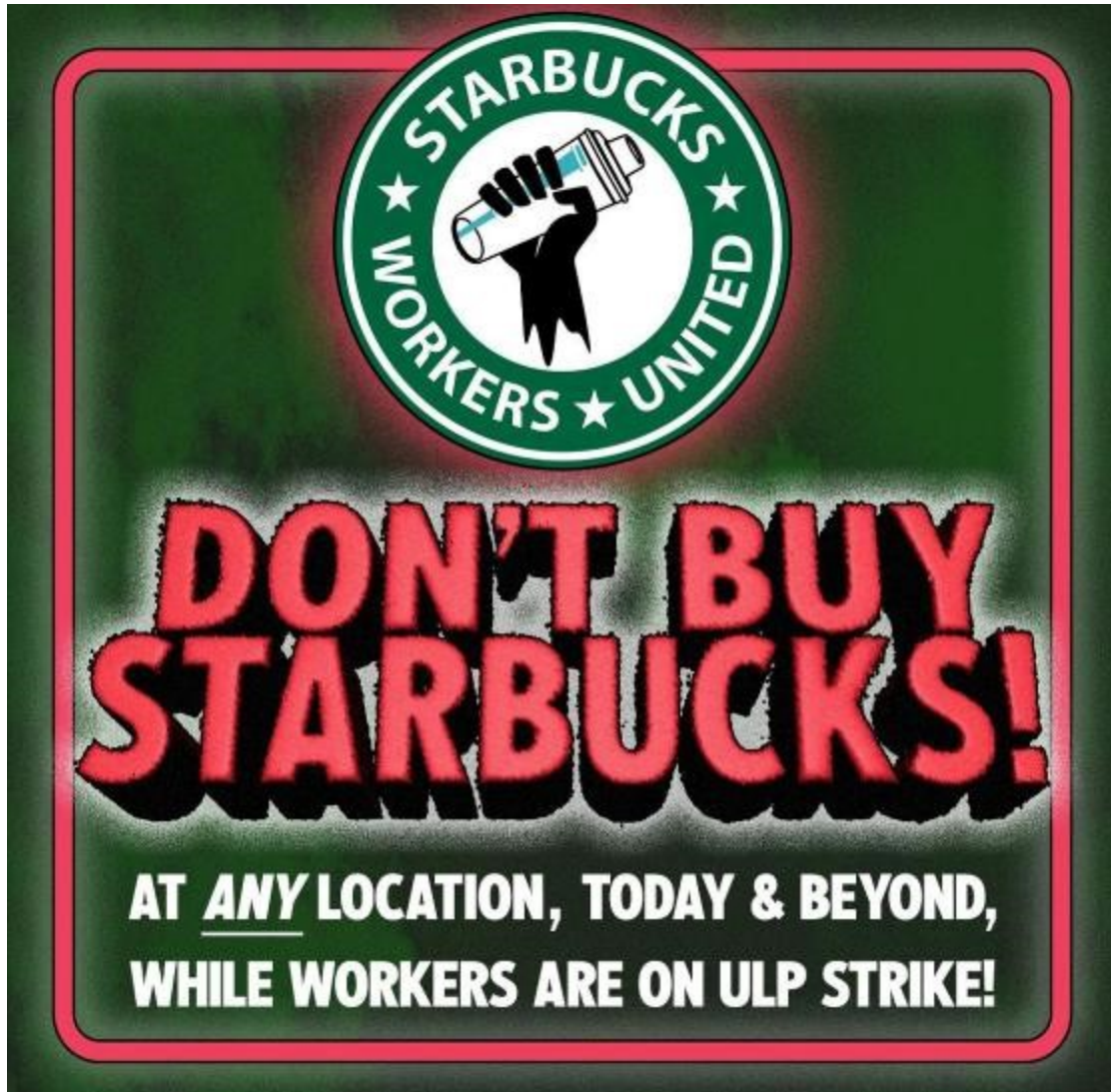


**ROCHESTER UNION OF NURSES AND ALLIED PROFESSIONALS**



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## THE UNION REVIEW



What's going on? It would cost the company LESS THAN ONE DAY'S SALES to finish contracts that help us with staffing, take-home pay, protections, and more.

Rain or shine, we're on STRIKE. Don't buy Starbucks ANYWHERE during the duration of our ULP strike, while we fight for fair pay, better hours and scheduling, and an end to union-busting in our stores!

We're done letting corporations take advantage of us. Our union started by taking action in 40+ cities for Red Cup Day... but until Starbucks does the right thing, this is just the beginning. Our ULP strike is growing bigger and stronger!



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## THE UNION REVIEW



Pictured Right: Bertina Forde Honorees, Elizabeth Spoelhof, Jordan Gross, Avery Permoda & Ashley Hill being presented awards by Bertina's parents.



Memoriam Award was presented to the father of Megan Bortz



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THE UNION REVIEW

# LABORNOTES

PUTTING THE MOVEMENT  
BACK IN THE LABOR MOVEMENT

## Stewards' Workshop: Dealing with Difficult Supervisors

As the union's most active members in the workplace, stewards can regularly find themselves in conflict with supervisors. Sometimes this is just part of the job. But sometimes, stewards come up against particularly difficult supervisors who try to undermine the union at every turn. Join Labor Notes and other stewards from a variety of industries to talk about strategies for handling bad management.

**When:** Thursday, November 20th 2025

**Time:** 8 p.m. to 9.30 p.m. Eastern (5 p.m. to 6.30 p.m. Pacific).

**Where:** This is an online workshop and will be held via Zoom.

## Workshop: Winning a Strong Contract Parts I & II

What's the secret of winning a strong contract? Hint: You won't find it at the negotiations table!

Save the date for a two-part workshop on how to build a successful contract campaign and harness the power of the rank-and-file membership to win the strongest possible contract.

We will cover the basics of building a Contract Action Team (CAT), putting together an escalating campaign (potentially culminating in a strike), and dynamics between the bargaining committee, CAT, and the membership.

This workshop is for union members looking to build their skills for contract campaigns. We recommend that you register with a group of your coworkers if possible.

**When:** Monday, December 1st and 8th 2025

**Time:** 7 p.m. to 8:30 p.m. Eastern

**Where:** This is an online workshop and will be held via Zoom.

These workshops are open to any FSW member in good standing, please contact Christina at [president@fsw-union.org](mailto:president@fsw-union.org) to sign up.



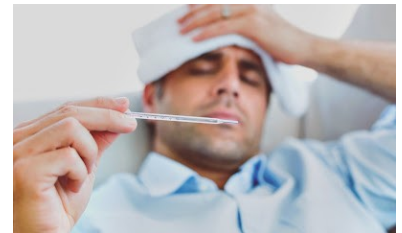
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## THE UNION REVIEW



### Paid Leave Donation Committee Members

Interested in being a part of the committee that reviews applications to use the paid leave bank? Contact Christina at [president@fsw-union.org](mailto:president@fsw-union.org) to find out more.



### Communications Committee

The Communications committee is looking for assistance with the Union Review, Social Media, and graphic design. If any of these areas interest you please contact Christina at [president@fsw-union.org](mailto:president@fsw-union.org).

### Mobilization Committee

Do you like to chat with your co-workers? Are you excited to share what the union is up to? We are looking for more mobilization committee members - contact Christina if interested.





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**THE UNION REVIEW**

# LINE DANCING



*G Force Linedance and  
Fitness Class Schedule*

*Tuesdays 6:00 -7:30 pm*

*FSW Union Hall*

*740 Driving Pk*

*Rochester, NY 14613*

*Fee \$5.00*

**\*\*\* FREE FOR FSW MEMBERS \*\*\***

*Contact Gwendolyn Cooper*

*585-201-6525*



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IUE-CWA 81381

## THE UNION REVIEW



**Attention CWA Members:**

# APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

**A**pply now for college scholarships of \$4,000 each for the 2026-2027 school year, and another \$4,000 for 2027-2028. (2nd year award based on satisfactory academic record.)

Sixteen new scholarships will be awarded by CWA's Joe Beirne Scholarship Program.

Eligible are CWA members, their spouses, children and grandchildren (*including those of laid-off, retired or deceased members*) planning for college studies.

**Final deadline for applications is 11:59 p.m., EST, April 30, 2026.**

Applications are easy to make online at the Foundation's website (*including submission of a short original essay*).

Winners will be chosen in a lottery drawing.

The program honors CWA's founding president, who served for more than 30 years. Joe Beirne took great pride in the roles he played in furthering educational opportunity and working for social justice.

For more information, and to fill out and submit the application form, visit:

[cwa.org/beirne](http://cwa.org/beirne)



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## THE UNION REVIEW

RG&E has requested ANOTHER 34% rate hike, the last installment of their previous 34% rate hike just went in effect May 2025! The amount of shut-offs this year has already TRIPLED from last year. Join us Dec 6th to let them know we can't afford to shoulder their profit anymore.

# ACTION @ RGE

**STOP RATE  
HIKES! STOP SHUT  
OFFS!**

**PUBLIC  
POWER  
NOW!**

ROCHESTER  
ENERGY  
DEMOCRACY  
WE WANT





**SAT DEC 6, NOON-1PM  
180 S. CLINTON AVE.**

RSVP:  
**BIT.LY/RED\_ACTION\_12-2025**

[HTTPS://WWW.METROJUSTICE.ORG/RED\\_ACTION\\_12\\_6\\_2025](https://www.metrojustice.org/red_action_12_6_2025)

## BE PART OF THE ACTION!

PART OF THE ACTION WILL BE POSTING BILLS AND STORIES ON RG&E'S WINDOWS - BRING YOUR BILL, A COPY OF IT, OR A PRINTED STORY WITH YOU, WITH YOUR PERSONAL INFO REDACTED

OR, SEND US A PICTURE OR COPY OF YOUR BILL OR STORY WITH YOUR INFO CROSSED OUT TO:  
**RGEBILLS@PM.ME**  
AND WE'LL REDACT/POST IT FOR YOU!  
BYO PAINTERS TAPE, IF YOU HAVE IT!



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## THE UNION REVIEW

### **FSW Stewards**

#### **St Paul St (Barlue)**

Timothy Buntley - *1st & 2nd Floor*

Lindsay Fagan - *3rd Floor*

Heather Yandricha-Strocko - *4th Floor*

Gina Colon - *5th Floor*

Yolanda Miles - *6th Floor*

#### **Westfall Rd (LaSonia)**

Darius Weaver - *1st & 3rd Floor*

Queenisha Sampson - *2nd Floor*

Open - *4th/10th Floor*

Paige Moore - *5th Floor*

Open - *6th & 7th Floor*

#### **CSSU (Barlue)**

Maria Castellano

#### **Detention Center (Michelle)**

Denielle Fisher

#### **Public Defender/MCH/Bivona/Jay St (Barlue)**

Lisa Freeman

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### **FSW Executive Board**

President: Christina Christman

Vice President: LaWanda Shipman

Secretary: Julie Garrett

Treasurer: Brittany Everett

Grievance: Michelle McGrain

Grievance: LaSonia Simmons

Grievance: Barlue Allen

Trustee: Sheree Nellons

Trustee: Matthew Ferris

Elections: Percy Smith

Health & Safety: Bob Way

Social Action: Lolita Smith

Membership: Frederick McAllister

Communications: Suzanne Putnam

CCRE: Joyce Prescott

Political Action: Adam McFadden

Education: Rayenda Lennon

Women's: Deborah Jackson

Organizing: Jillian Evans

Mobilization: Open

Retiree: John Rabish