



Federation of Social Workers
IUE-CWA 81381

THE UNION REVIEW



Friday November 8th 2024

5:30 pm - 8 pm

FSW Union Hall
740 Driving Park Ave
Suite A
Rochester NY 14613

FSW Members FREE, Guests \$10
Food & Supplies Provided
BYOB   
Adults only



Federation of
Social Workers
IUE-CWA 81381, AFL-CIO



RSVP: (585) 328-7170
message@fsw-union.org



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***Long-term Disability Insurance
Medical Waiver
Is ENDING SOON!***



Get your long-term disability application in BEFORE the end of day on

November 18th

to guarantee coverage without medical underwriting!

(You can always apply at a later date but you will have to submit medical information if you wait to apply)

Contact FSW office manager Joyce W. for an application, to find out your premium payment rate, or for any other questions.

Phone: (585) 328-7170 or Email: message@fsw-union.org

Why do I need short term and long term disability?

Short term disability coverage replaces a portion of your income for a shorter period of time if you're unable to work as a result of a brief illness, injury or while on maternity leave. Long term disability coverage pays a portion of your income, and generally begins after short term disability ends, and continues until you return to work or reach retirement age.

Benefits can be used for whatever you wish.

Disability insurance offers the protection you need plus benefits that you can use toward housing, college tuition, monthly bills, and other expenses.

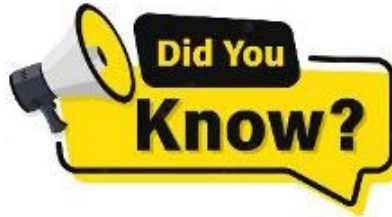
Your plan pays in addition to other coverage you may have, like medical and accident insurance.

Disability insurance covers disabling illnesses or injuries that Worker's Compensation or Social Security Disability Insurance (SSDI) benefits may not cover.



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Exempt and nonexempt are classifications under the Fair Labor Standards Act (FLSA), a federal law requiring that most employees receive at least minimum wage for each hour worked and overtime pay for hours worked over 40 in a workweek. Employees who are entitled to both minimum wage and overtime are called nonexempt, while those who are not entitled to both are called exempt.

Any position can be nonexempt. However, if you want to classify a position as exempt, it needs to qualify for one of the exemptions listed in the FLSA.

The most common exemptions are those for executive, administrative, and professional employees. These are often known as the EAP or white collar exemptions. But to qualify, each employee must pass a three-part test:

1. Duties: The employee must *actually perform* specific tasks and meet specific requirements depending on the exemption they're classified under. Each exemption has its own duties test.
2. Salary level: The employee must make at least a minimum dollar amount per week, as determined by Department of Labor (DOL) rules.
3. Salary basis: The employee must be paid the same amount each week, regardless of hours worked or the quantity or quality of their work. Reducing an exempt employee's pay is only allowed in narrow circumstances.

If an employee meets all the necessary criteria, they can be properly classified as exempt. If they *don't*, they'll need to be classified as nonexempt and paid at least minimum wage and overtime when applicable.

Note that teachers and practicing doctors and lawyers don't have to pass the salary level and salary basis tests to be classified as exempt. And exempt computer employees (a subset of the professional category) can be paid on an hourly basis, so long as they're paid the applicable hourly minimum, as determined by DOL rules.

FSW has several titles that are classified as Exempt, including Supervising titles. During negotiations the County agreed to review all Exempt titles to clarify if they should remain Exempt. A desk audit was conducted earlier this year and will be presented to the Civil Service Commission by Monroe County HR with their recommendation. The Civil Service Commission meets the first Thursday of each month at 10 am in the Ebenezer Watts Building to discuss and vote on issues including Eligible Lists, Transfers, Promotions, Classifications. And other Civil Service matters.



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FSW Grievance Co-Chair LaSonia Simmons and Steward Heather Yandricha-Strocko attended the Cornell Labor Leadership Skills Bootcamp last month. Here they are pictured with their class.



Leah Miller was the quarterly winner of the \$50 drawing at the October membership meeting. Congrats!



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What's Happening at Monroe County Children's Detention Center?

Current Team Captains at CDC are D. Fisher, J. Holland and R. Williams.

WELLNESS DAY- If you are utilizing your Wellness Day, you do not have to say the reason you are using it BUT you do have to follow the CDC call in/call of policy.

FSW employees also have 16 hours per year Emergency Call In time that can be utilized and does not count as an occurrence.

In May of 2020 an MOA was signed for CDC employees to have TWO 20 minute breaks twice a day. Not to be combined with or added on to your lunch. If you are being denied your breaks please contact me with the date, time, reason your break(s) was denied, why and the supervisor deny the break.

FSW is not notified when the Justice Center has scheduled an interview/investigation- If you are notified that you have an upcoming meeting with the JC and you are an FSW member, please reach out to myself or Lennie if you would like union representation. Please do this as soon as you know the date and time so a union representative can make every effort to be there.

What to wear in the colder months:

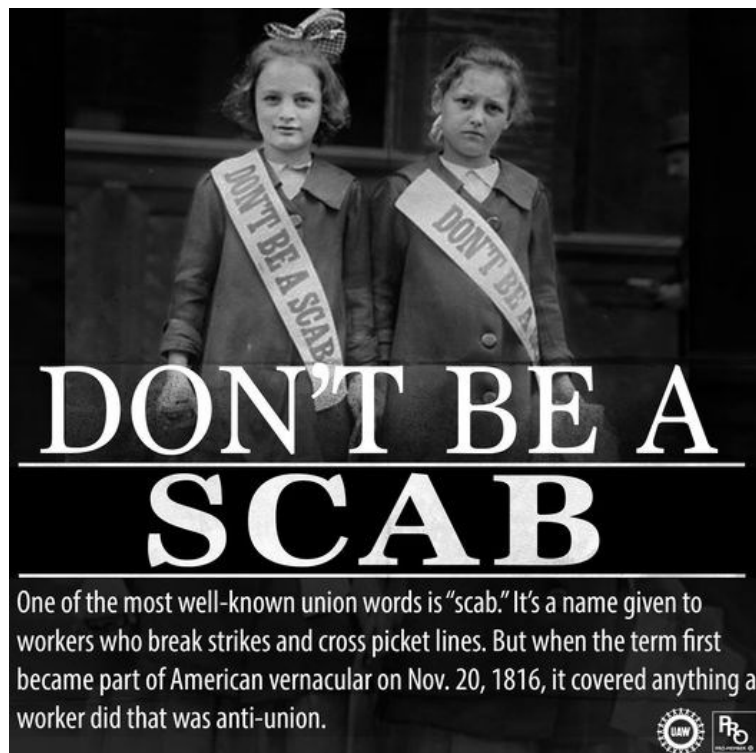
Monroe County issues winter hats to staff with uniform. YOU are allowed to wear your own personal jackets and gloves to transition from one building to the next. You cannot wear your jackets once in the building. Monroe County does issue windbreaker jackets that are appropriate for inside the building when cold.

Michelle McGrain- fswgrievance1@gmail.com




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DON'T BE A SCAB

One of the most well-known union words is "scab." It's a name given to workers who break strikes and cross picket lines. But when the term first became part of American vernacular on Nov. 20, 1816, it covered anything a worker did that was anti-union.





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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 14

Time: 7:30 p.m. to 9:00 p.m. Eastern (4:30 p.m. to 6:00 p.m. Pacific).

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

Secrets of a Successful Organizer

You've been talking to your coworkers, and they say they feel overworked, underpaid, and increasingly pressured by productivity quotas and the ever present threat of discipline. How do you fight for better?

Secrets of a Successful Organizer is Labor Notes' core organizing training, in three sessions full of lively participatory exercises. We welcome first-timers and repeat attendees looking to sharpen their skills.

These workshops are based on our widely acclaimed book *Secrets of a Successful Organizer*. These trainings will be held via Zoom.

When: Mondays, November 11, 18, and 25

Time: 7:30 p.m. to 9:30 p.m. Eastern / 4:30 p.m. to 6:30 p.m. Pacific

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 to sign up.



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Race and Labor (November)

This workshop addresses how class and race are inextricably linked, tracing back the origins of “race” as an invention of the ruling class to divide workers.

When: Tuesdays, November 12, 19, and 26

Time: 7:00 p.m. to 9:00 p.m. Eastern (6:00 p.m. to 8:00 p.m. Central / 4:00 p.m. to 6:00 p.m. Pacific).

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 to sign up.



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Daily Brief

AFL-CIO

AFL-CIO President on the 2024 Election Results

AFL-CIO President Liz Shuler issued the following statement on the 2024 election:

Presidential administrations change, but the labor movement's values do not. We stand for the freedom to organize and for the right to collectively bargain. We stand for solidarity—the kind that is built when working people stand together to take on the biggest, richest bosses and the most powerful extremist politicians. Most importantly, we know how to fight back when anyone comes after our freedoms.

This result is a blow for every worker who depends on our elected leaders to fight for our jobs, our unions and our contracts. We organized for months to produce a nearly 17-point advantage for Vice President Kamala Harris with union members. But it is clear that the economic struggle working-class people are facing is causing real pain and neither party has sufficiently addressed it.

Now we are faced with the reality of a second Donald Trump term. The Project 2025 agenda promises to dismantle labor unions because we are a pillar of democracy and a check on power. We've seen assaults on our fundamental rights before. In the days, months, and years ahead, labor's task will be to defend working people when it happens again. The labor movement gives voice and clarity to the struggles of working people—that's what we do, and what we've always done.

Every workplace we organize is a victory for democracy. Every contract we bargain for is a step toward a fairer economy. Every strike is a lesson for rich bosses that they can't keep the working class down. No one—not Donald Trump or JD Vance, nor any one CEO—can stop solidarity.

Organized labor is the path forward. In unions, people have power to build a stable foundation for themselves and their families. To say, "It's Better in a Union," is not simply a slogan—it's the way to level the playing field and create a path to economic security for every working person. The nearly 13 million union members of the AFL-CIO won't be divided and we won't back down. We will be there for each other and we will fight every step of the way for every worker in this country, no matter who sits in the Oval Office.



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Attention CWA Members:

APPLY NOW FOR JOE BEIRNE SCHOLARSHIPS

Apply now for college scholarships of \$4,000 each for the 2025-2026 school year, and another \$4,000 for 2026-2027. (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, 2025.

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



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Union Plus Scholarships

Online application now available!

"My grandfathers both grew up in poverty in Europe and moved to America and had union careers. They were able to provide their families with great educations, healthcare, nutritious meals, and family vacations; all 100% provided for by the security of being in a union. I look forward to beginning my college education and carrying on the values and principles that enabled me to have this opportunity in the first place."



Apply
Online
Now!

Amelia Cardiner, daughter of Iron Workers and AFT members, is a Union Plus Scholarship recipient.

Over 3,800 students in union families have received money for college through the Union Plus Scholarship program. **The online application is available each year starting in June through the deadline on January 31.**

You can complete the application in stages and save your answers before you submit.

Who can apply:

Current and retired participating union members, their spouses and their dependent children.

What kind of school is eligible:

The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts:

Recipients will receive \$500 to \$4,000.

Deadline to apply:

January 31, 12pm (noon), Eastern Time

Scholarship recipients announced:

May 31

Details and online application available at:

unionplus.org/scholarships

To receive mobile text alerts about education-related deadlines and information, text **STUDENT** to 22555.

Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help.

Apply online today!

unionplus.org/scholarships



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FSW Stewards

St Paul St (Barlue)

Queenisha Sampson - *1st Floor*

Timothy Buntley - *2nd Floor*

Lindsay Fagan - *3rd Floor*

Heather Yandricha-Strocko - *4th Floor*

Matthew Ferris - *5th Floor*

CSSU/Public Defender (Barlue)

Maria Castellano

Detention Center (Michelle)

Lennie Murrell

Westfall Rd (LaSonia)

Darius Weaver - *1st & 2nd Floor*

Lara Festa - *3rd & 4th Floor*

Troy Coffie - *5th Floor*

Carol Wilson - *6th Floor*

Kimberly Cody - *7th & 10th Floor*

MCH/Bivona/Jay St (Barlue)

~ Open ~

FSW Executive Board

President: Christina Christman

Vice President: LaWanda Shipman

Secretary: Julie Garrett

Treasurer: Evelyn Evans

Grievance: Michelle McGrain

Grievance: LaSonia Simmons

Grievance: Barlue Allen

Trustee: Brittany Everett

Trustee: Tammy Beebe

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: Melita Jason

Retiree: John Rabish