



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

## **THE UNION REVIEW**

Dear Union Family,

A big heartfelt THANK YOU to everyone who has completed the bargaining survey! We need your input in order to fight for the best possible contract.

**We were scheduled to begin negotiations today - unfortunately the date has been pushed back to MAY 31st 2023.** We have decided to POSTPONE the rally that was scheduled for tonight at County Leg. Please feel free to still speak if you have already registered to do so.

As a result of the negotiations postponement the survey will be extended for 2 more weeks. The new Survey end date is April 23rd 2023. Everyone who completes the survey and provides their name will receive a red t-shirt. Many of you have asked when the t-shirt will come in, our plan is to order them after the survey is complete. We anticipate a 6 - 8 week turnaround time after we order them. So far we have about 250 responses, and the majority who answered were hired prior to 2016.

**The Quarterly FSW General Membership Meeting is Wednesday April 19th at 5:30 pm.** As a result of direct feedback from new hires there will be benefit reps available from FSW voluntary benefits beginning at 4:30 pm to speak with members about options available to them. This includes short term disability, long term disability, and life insurance. Feel free to stop by and ask them questions.

At the membership meeting we will also elect ONE delegate and ONE alternate to the CWA Convention. The CWA Convention will be held in St Louis, MO from July 10th - July 12th 2023. Our local has three delegates who can attend, the President is automatically assigned as a delegate. Since the previous Convention was moved to a virtual platform due to COVID the remaining delegate from that Convention will automatically attend this Convention (approved at a previous membership meeting).

At the membership meeting we will also be voting on our early and primary endorsement candidates and campaign donations. In addition to these two special agenda items we will cover the same items covered in other membership meetings. These include Treasurer's Report and Committee Reports.

As a reminder FSW will be hosting a Meet & Greet this Friday April 14th at the Union Hall. Come out and meet your FSW representatives. Hope to see you all soon!

In Solidarity  
Christina Christman  
FSW President



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# RALLY POSTPONED

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## Bargaining Kickoff Rally

**Monroe County  
Leg Meeting**  
39 W Main St  
April 11th 2023  
Rally at 5 pm  
Meeting at 6 pm  
~Wear Red~



FAIR PAY  
FAIR BENEFITS  
FSW

WE PROTECT  
THE NEED

FEDERATION OF  
SOCIAL WORKERS  
UNITE!

Photo Credit: Ove Overmyer

## Strength in Unity

Stand in solidarity with the negotiating team on the first day of bargaining

Call (585) 753-1950 to register to speak for the public hearing

RSVP for rally: [message@fsw-union.org](mailto:message@fsw-union.org)





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## Survey Extended To 4/21/2023



Make sure your voice is heard! Take the

**FSW Bargaining Survey 2023**

website: [bit.ly/fswsurvey2023](https://bit.ly/fswsurvey2023)



**STRENGTH IN UNITY**

Members will receive a FREE FSW  
t-shirt for completing the survey

Survey active 3/24/2023 - 4/7/2023



**If you need assistance taking the survey please reach out  
to a FSW Steward or E-board member**



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## **FSW's First-Ever "Bread-and-Knows" Quiz**

Answer all five of these questions correctly (knowses) and give your completed quiz to your Steward **by 4/14/2023**. Correct quizzes will be entered into a drawing for a \$25 Wegman's gift card (bread).

- 1.) How do you find out the name of your FSW Steward?
  - A) E-mail HR and ask, "Who is my union steward?"
  - B) Yell, as loudly as you can, "Steward, Steward, Steward, I have a union question," and see if anyone comes running.
  - C) Ask Siri and/or Alexa.
  - D) Go to the Who's Who page of the FSW website, check the listing at the end of the Union Review, or check the Bulletin Board
- 2.) What should FSW members wear on Thursdays to show solidarity?
  - A) A tie
  - B) A red shirt
  - C) Boxing gloves
  - D) Any item of red clothing: scarf, pin, belt, shirt, pants, socks – doesn't matter what
- 3.) When can the union file a grievance?
  - A) When there is a violation of the labor contract.
  - B) When more than 50% of the members are wearing red shirts.
  - C) When your administrator refuses to give your team pizza for doing a good job.
  - D) When your Supervisor gives you an informal counseling memo.
- 4.) What should you do if you believe your supervisor or administrator is violating the contract?
  - A) Cry in the bathroom, then quit and find a job you like better.
  - B) Wildcat strike, baby!
  - C) Notify your steward and grievance co-chair; they can possibly file a grievance to fix the problem.
  - D) Storm into the supervisor or administrator's office with a copy of the contract and say, "Have you ever actually read this? If not, today's the day!" And then bring dozens of co-workers in to the office and stage a sit-in. Refuse to leave until the supervisor or administrator reads the relevant paragraphs and admits that she or he was in the wrong. If security is called, seize the opportunity to unionize the guards. Sing protest songs.
- 5.) How can FSW help you avoid taking no-pay if you have a prolonged medical issue?
  - A) By selling you short-term and long-term disability insurance before you need it.
  - B) By helping members understand their rights with regards to FMLA, half-pay, and Workers Comp
  - C) By running a leave donation bank

NAME: \_\_\_\_\_





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# **FSW MEMBERSHIP MEETING**

**Wed April 19th 2023**

**5:30 pm**

**740 Driving Park Ave Suite A 14613**

**RSVP to [message@fsw-union.org](mailto:message@fsw-union.org) or (585) 328-7170**

PLEASE LET US KNOW OF ANY ACCOMMODATIONS YOU  
REQUIRE TO ATTEND (Transportation, childcare, dietary ect)

## **Agenda Items Include:**

- CWA Convention Delegate Election
- Early & Primary Political Endorsements Vote

FSW Voluntary Insurance Benefit Reps will be available to meet with members starting at 4:30 pm (short term/long term disability, life insurance)



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# Committee on Civil Rights & Equity Meeting

**Thursday April 20th 2023**

**5:30 pm**

**FSW Union Hall**

**RSVP to [message@fsw-union.org](mailto:message@fsw-union.org)**

**- ALL ARE WELCOME -**



**FOR MORE INFORMATION CONTACT  
COMMITTEE CHAIR DEBORAH JACKSON**





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**Rochester and Genesee Valley Area Labor Federation, AFL-CIO**



## Worker Memorial Day 2023

Recent years have been tremendously difficult and dangerous for workers in many industries. On top of workplaces that are already too dangerous and levels of workplace accident and death that were already unacceptable, millions continued to go to work throughout a global pandemic.

One workplace death is one too many! Join us as we commemorate Worker's Memorial Day. We will take the day to mourn for the dead and then resume fighting like hell for the living as we do throughout the year.

**WHEN: Friday, April 28th 5pm**

**WHERE: Workers' Rights Memorial, Highland Park**



- **Rochester Labor Council Meeting:** Thursday, April 13th, 6pm Dinner, 6:30pm Delegates, at IBEW 86 at 2300 East River Road - If you are interested in attending to represent FSW please contact Christina at [president@fsw-union.org](mailto:president@fsw-union.org)
- **Rochester & Genesee Valley Area Labor Federation Annual Meeting:** Saturday, May 6th, 9am, at Corning Radisson in Corning, NY - If you are interested in attending to represent FSW please contact Christina at [president@fsw-union.org](mailto:president@fsw-union.org)





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# **BIG QUEER PROM FUNDRAISER**

**April 28th 5-8pm**

**HOSTED BY**

**MISS GAY ROCHESTER VIVIAN DARLING  
& MISS DEELICIOUS**

**PERFORMANCES BY BOQUISHA CHANEL  
& NOTORIOUS L.E.Z.**

**DRAG SHOW • RAFFLE PRIZES • MUSIC  
FOOD & DRINK FOR PURCHASE**



**SCAN HERE TO DONATE!**







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## THE UNION REVIEW



### FSW Political Endorsement Interviews

On Saturday April 8th 2023 the FSW Political Action Committee held the last round of early and primary endorsement interviews. First up we had our current County Executive Adam Bello, followed by a panel of current County Legislators William Burgess, Rachel Barnhart, Carolyn Delvecchio Hoffman, and Mercedes Vasquez Simmons. Lastly we had challengers Oscar Brewer Jr and Rose Bonnick on their own panel. The Political Action Committee voted on their recommendations, which will be heard at Executive Board next week, and ultimately approved by the membership at the General Membership Meeting on 4/19/2023.

Early voting in the primary election will be held June 17th - 25th and primary election day is June 27th. In order to be on the ballot candidates have to collect a certain number of signatures from registered voters of the party line they wish to run on. Signatures for the primary are due April 10th 2023. Once the signatures are counted and verified the ballots will be formed.

There will be more endorsement interviews for the general election held later this summer. If you would like to be involved in the Political Action Committee contact acting chair Santosha Kuykendall.







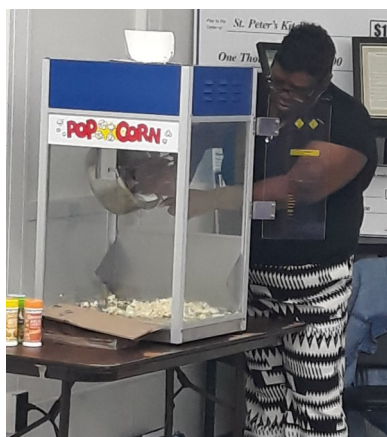
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## THE UNION REVIEW

### Family Fun Night 4/4/2023

FSW held Family Fun Night on 4/4/2023 at the Union Hall. Members brought their family members to play games, eat dinner, watch videos, and learn TikTok dances. Children were able to pick out a game, a puzzle, and an activity packet to take home to play with over the Spring Break.

LaWanda dished up some fresh delicious popcorn while Christina grilled up hot dogs and made Snow Cones. Thank you to everyone who helped out and everyone who came out to enjoy.





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## THE UNION REVIEW

# ACTION ALERT!

## WE'RE FIGHTING FOR A NEW YORK STATE BUDGET THAT WORKS FOR WORKERS.

**And we need everyone to step up.**

Scan here or go to [www.bit.ly/fightforworkersbudget](http://www.bit.ly/fightforworkersbudget)  
to send an email to your NYS legislators telling them:  
*Hold the line on our vital budget priorities and help lift  
up millions of New Yorkers!*

### OUR PRIORITIES:

- Keeping hospitals open and protecting healthcare workers.
- Ending pay-to-work for SUNY graduate workers.
- Raising the minimum wage to lift up all New Yorkers and indexing it to inflation







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## Public Utility Potluck & Flyering

Join us for a potluck and then flyering for Rochester for Energy Democracy (RED)!

RED is our campaign to takeover Rochester Gas & Electric and turn it into a public, not-for-profit, local, and community-controlled utility in the Rochester and Monroe County area. For this event, relax and enjoy the outdoors with members of your community as we spread the word about public power and why our politicians should support it. Our fight for public power and lower rates is stronger when we build community with each other while taking meaningful action towards victory.

Saturday, April 15th in the 19th Ward, 12 - 3 PM:

This potluck will take place near the Roundhouse and Canalside Shelters at Genesee Valley Park. Afterwards, we will put flyers in the districts of County Legislature President Sabrina LaMar and South District City Councilmember LaShay Harris. Please RSVP so that we plan food and materials accordingly. The potluck sign up will be provided upon your RSVP

Saturday, April 22nd in Irondequoit, 12 - 3 PM:

This potluck will take place near the Hawk Shelter at Seneca Park. Afterwards, we will put flyers in the districts of County Legislator Dave Long and County Legislator Maria Vecchio. Please RSVP so that we plan food and materials accordingly. The potluck sign up will be provided upon your RSVP.

MORE INFORMATION AND RSVP HERE: [https://www.metrojustice.org/upcoming\\_events](https://www.metrojustice.org/upcoming_events)







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**COME & GET ON THE  
DANCE FLOOR**

**EVENING CLASSES every Friday 6:00-7:00 P.M.**

**740 Driving Park, Rochester, NY 14613**

**Free for FSW Members, \$5.00 for all others**

**JUDGEMENT FREE ZONE**

**CONTACT : GWENDOLYN COOPER**

**585-201-6525 | OR EMAIL : GETONDAFLOOR@YAHOO.COM**

**Blitman & King**  
LLP

Attorneys and Counselors at Law  
[www.bklawyers.com](http://www.bklawyers.com)

**Invites You to Join Us for Our  
31<sup>st</sup> Annual Labor & Employment Law  
Seminar**

**Monday, April 17, 2023**

at  
Turning Stone Resort Casino

There is no cost for this seminar and it is open to all  
Labor Organizations and their Representatives





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# FSW MEET & GREET

HAPPY HOUR MIXER

MEET E-BOARD • TALK TO YOUR STEWARDS • GET TO KNOW CO-WORKERS

**FRI APRIL 14TH 2023** STARTS AT 5 PM

740 DRIVING PARK AVE SUITE A 14613  
SNACKS PROVIDED, BYOB | +21 EVENT  
RSVP: MESSAGE@FSW-UNION.ORG  
(585) 328-7170

FSW Women's Committee will be hosting a  
"Whats the Tea! Coffee ,Cocoa and Mimosa  
Brunch"

Saturday 5/6/2023



# CLOTHING SWAP PARTY

**5/13/2023**  
9 AM - 1 PM

FSW UNION HALL  
740 DRIVING PARK AVE SUITE A 14613

FSW MEMBERS ONLY

MUST RSVP AT:  
328-7170  
message@fsw-union.org

IF YOU ARE AN FSW MEMBER CONTACT  
CHRISTINA AT [president@fsw-union.org](mailto:president@fsw-union.org)  
TO SIGN UP FOR THIS OPPORTUNITY

ROCHESTER NEXT UP, AFL-CIO  
PRESENTS:

## ORGANIZER SCHOOL

PUTTING THE MOVEMENT BACK IN THE  
LABOR MOVEMENT BY LEARNING TO:

Increase activity of current members  
Help workers form new unions  
Learn committee building tools  
Build internal union leadership development tools  
Review case studies from recent campaigns

**FRIDAY APRIL 28TH - SUNDAY APRIL 30TH**

OPEN TO UNION MEMBERS, STAFF, LEADERS AND  
COMMUNITY ALLIES OF THE LABOR MOVEMENT

FOOD AND MATERIALS WILL BE PROVIDED  
TICKET - \$180

SCHOLARSHIPS ARE AVAILABLE UPON REQUEST!  
REGISTER AND REQUEST SCHOLARSHIPS ONLINE BY APRIL 14 AT:  
[ROCLABORFED.ORG/OS2023SPRING](https://ROCLABORFED.ORG/OS2023SPRING)





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**FSW Stewards**

**St Paul St (LaTonya)**

Barlue Allen - *1st & 2nd Floor*

Julie Garrett - *6th Floor*

Alex Gorski - *3rd Floor*

Gina Macaluso - *5th Floor*

Ryan Markajani - *4th Floor*

**CESU/Public Defender (LaWanda)**

Teresa Harvey

**Detention Center (Michelle)**

Jamaal Holland

**Westfall Rd (LaSonia)**

Darius Weaver - *1st & 2nd Floor*

Natasha Collins - *3rd & 4th Floor*

Brittany Everett - *5th Floor*

Open - *6th Floor*

Open - *7th & 10th Floor*

**MCH/Bivona/Jay St (LaWanda)**

Lara Festa

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**FSW Executive Board**

President: Christina Christman

Vice President: LaWanda Shipman

Secretary: Santosha Kuykendall

Treasurer: Evelyn Evans

Grievance: Michelle McGrain

Grievance: LaSonia Simmons

Grievance: LaTonya Wilcox

Trustee: Kim Kuyal

Trustee: Tammy Beebe

Elections: Percy Smith

Health & Safety: Bob Way

Social Action: Kylie Ciufo

Membership: Curtis Pound

Communications: Suzanne Putnam

CCRE: Deb Jackson

Political Action: Open

Education: Frederick McAllister

Women's: Monica Locke

Organizing: Jillian Evans

Mobilization: Jessica Kilpatrick

Retiree: John Rabish