



# Federation of Social Workers IUE~CWA 81381

## THE UNION REVIEW

Brothers and Sisters,

On Friday March 2, the snowstorm that dumped 1 – 2 feet of snow in Rochester and surrounding areas caused many people to arrive to work late, or not at all, due to school closings, lack of daycare, or uncleared roadways. According to Article 7 Section 2 of our collective bargaining agreement:

**“In the event of public transportation difficulties, severe storms, floods or similar uncontrollable conditions affecting a group of employees, tardiness and absences may be excused from disciplinary action and employees will be allowed to use their credits to avoid loss of pay.”**

Per the email that was issued by County Administration, those who had daycare issues will be paid for being late or not being able to go to work. However, those who were at the mercy of the snowplow schedule in their area have not been given that same consideration. A grievance has been filed on behalf of the members who were not paid for that day. Anyone who was not paid for that day, please submit written verification of your situation by Friday, March 16, so the Grievance Committee can follow up. All verification can be submitted to [President@fsw-union.org](mailto:President@fsw-union.org).

In solidarity,

Kendall Bell, FSW President



CWA Fight Forward trainers and trainees, FSW Union Hall, March 7, 2018

(Trainers: Kendall Bell, Evelyn Evans; FSW trainees: Monica Locke and Todd Ranous)

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**March 13, 2018**



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CWA Fight Forward training was held at the FSW Hall on March 7. Members from FSW and surrounding areas learned about the importance of having active Civil Rights and Equity and Women's committees, which are required by the CWA constitution. Participants completed the training, ready to build their committees for the benefit of their Locals and their communities.

### **Janus vs. AFSCME**

On Monday, February 26, 2018, the US Supreme Court (SCOTUS) heard arguments for Janus v. AFSCME (Association of Federal State County and Municipal Employees) Council 31, which is a case that aims to take away the freedom of working people to join together in strong unions to speak up for themselves, their families, and their communities.

The case started as a political scheme by the billionaire governor of Illinois, Bruce Rauner. He launched an attack to reduce the power of public service workers immediately after taking office, filing a lawsuit to bar the collection of fair share fees by public service unions.

The National Right to Work Foundation, a network funded by corporate billionaires that uses the courts to rig the rules against everyday working people, took up the case and put it on the fast track to the Supreme Court.

Unions work because we all pay our fair share and we all benefit from what we negotiate together. Fair share fees provide public service workers with the power in numbers they need to negotiate better wages, benefits, and protections that improve work conditions and set standards for everyone.

The simple truth is that no one is forced to join a union, and no one is forced to pay any fees that go to politics or political candidates. That is already the law of the land. Nothing in this case will change that. This case is about taking away the freedom of working people to come together, speak up for each other, and build a better life for themselves and their families.

If the SCOTUS decides that fare share dues are unconstitutional, we will all be required to re-sign our membership cards, showing our continued commitment for keeping our union intact.

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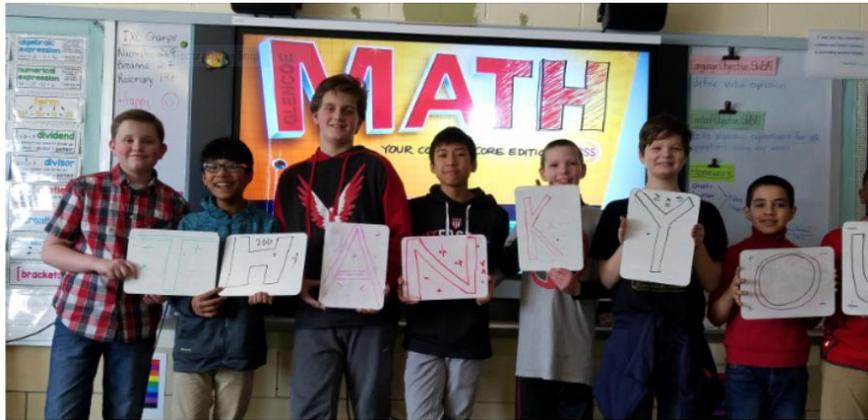
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### Good and Welfare



FSW members making a difference, A note from a teacher at School 15 regarding the school supplies donated by FSW members

The supplies really do make a difference!

Dear Mr. Grossman and the Generous Friends at Pencils and Paper ~

Your kindness could not have come at a better time for our 6<sup>th</sup> graders. Half of our student population are refugees and resources are very limited for them. Some of our most important school supplies are consumable and thus are typically depleted mid-year. Pencils, dry-erase markers, notebook paper and tissues are just a few of the items we can never seem to have enough of, until Pencils and Paper.

I would like to applaud all the volunteers at your organization. The facility is welcoming, bright and very well-organized. I was approached multiple times to see if I needed any assistance. I also enjoyed speaking with a few of the St. John Fisher students in the educational programs.

Our students started using the supplies the following morning. They were especially elated and grateful for the dry erase markers, as we use those daily in Math class (to solve problems on mini whiteboards.)

Please share our sincere thanks to all the organizations involved in providing this wonderful resource. I shared my lovely experience with a few colleagues, so you'll be meeting more staff from The Children's School of Rochester #15 soon.

Much appreciation,  
Theresa Moraldo  
6<sup>th</sup> Grade Mathematics Teacher  
The Children's School of Rochester #15

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Congratulations to Ksenija Vukelic, Steward at MCH, for completing the United Way Union Community Assistance Network (UCAN) training. The leadership training provides participants with the skills necessary to effectively communicate with members and community leaders as they represent their unions and organized labor.

### **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.

Our first honoree is Heidi Yandricha. Heidi was instrumental in organizing a project that collected items for gift packages of treats, which were then sent to U.S. service members overseas. Her efforts and others who supported this program, made the holidays a little happier for some very deserving young people, who are defending our nation.

### **Negotiations Update**

New meeting dates have not been set yet. However, in preparation, the negotiation committee has created a survey to guide the process. The survey will be available on the FSW website beginning Monday, March 19 until Friday, March 23. Although the survey itself is anonymous, access will be password protected. All FSW members will receive the password from a steward or team captain.

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### Upcoming Meetings

March 13, 2018	Grievance Committee	1:00 PM
March 15, 2018	Bylaws Committee	5:30 PM
March 20, 2018	Steward Council	12:00 PM
	Executive Board	2:30 PM
April 10, 2018	Grievance Committee	1:00 PM
April 17, 2018	Grievance Committee	1:00 PM
	Joint Executive Board/Steward	3:00 PM
April 18, 2018*	Membership Meeting	5:30 PM

\*There will be an election at the April membership meeting for an alternate negotiation committee member. Anyone interested must be present at the April membership meeting to be nominated. The election will be held at the same meeting.

\*\*There are two steward positions open at Westfall Rd. and one at St. Paul St. Information will be forthcoming regarding elections.

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### 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

### Stewards

#### Westfall

Khari Clarendon

LaSonia Simmons

Heidi Yandricha

#### Off-site

Bonaventure Banahene, MCCC

Tamara Marsh, CSEU

Ksenija Vukelic, MCH

#### St. Paul St.

Rosalin Correa-Buntley

Melita Jason

Gina Macaluso

Reneita Linton

Lolita Smith

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