

STATE OF THE UNION

Monroe County Federation of Social Workers, IUE-CWA 381

167 Flanders St

(585) 328-7170 voice

(585) 328-2162

Rochester, New York 14619

web site: www.fsw-union.com

e-mail: fswmessage@aol.com



Evelyn Evans, president

February 16, 2009

To the FSW membership I would like to thank you for your patience. Since my term as President there has been a whirlwind of activities that I have been involved with. This means there is a lot of information that I will need to share with all of you. As you can see there is a name change in this written communication. I will not promise that this will be a weekly communication. However, I will make all attempts to communicate with you at least monthly, or more as the need arises.

PRESIDENT'S RELEASE TIME

Currently I do not have full release time. The previous agreement with Monroe County (not DHS department heads) was written in very strict manner for the previous President. Monroe County has stated the previous agreement sunset with the previous FSW President. Therefore, I will be following the contract & past practice for my release time. So, what does that mean for the membership & me? Until this issue can be settled as part of negotiations, I will be attempting to work approximately two or three days weekly at the union office and the other two or three days at St Paul St as a Sr. Caseworker on a Child Protective Investigation team. As I work to get this schedule in place I ask for your continued patience. It is my plan to spend time at the worksites where FSW members are located because I am interested in getting to know how each area operates & to get to meet the members I do not know. Please contact the union office with any questions or concerns. Your call will be assigned to one the Grievance Co-chairs (Ronald Wright or Michelle Alaimo), Peg Capuano (Vice President) or myself.

NEGOTIATIONS

Our last meeting with the County's negotiations team was 12/23/08. As the County team was preparing to leave, our team asked for future dates to meet. We were told by the County team they would contact us. As of the date of this correspondence we have not had any other contact from the County's negotiation team. Our IUE CWA Representative recently contacted the County team and they have agreed to meet with us on March 3.

FSW NEGOTIATION TEAM

Evelyn Evans – FSW President

Mike Rusinek – IUE CWA Staff Representative

Peg Capuano – FSW Vice President

Michelle Alaimo – FSW Grievance Co-Chair FCP

Ronald Wright – FSW Grievance Co-Chair Services

Judy Gardford – FSW member, CPS management

Chris Palozzi- FSW member, Emergency Housing

Alternate – Adola Dewolf, Teacher at the Children's Center

Monroe County Negotiation team

Brayton Connard – MC Director of HR

Tom Vasey – MC Director of Labor Relations

Peter Spinelli – Attorney from Harris Beach

Karlee Bolanos – Attorney from Harris Beach

SHOW YOUR UNION PRIDE

Showing your Union Pride will be important as we continue to negotiate our next contract. FSW has polo shirts & the new red fleece. All of the items have our new union logo on them. You can try them on for size & order them. Each fleece is only \$15 for FSW members. All others must pay the full price of \$35. To better assist you in making your selects we have a member at St Paul & Westfall who has some sample sizes of the fleece. **I would ask that you email Laurie Plummer at St Paul or Paul Dalapa at Westfall to set up a time to try on & order your fleece. Checks can be made out to federation of Social workers.** FYI cotton polo's with the new logo are \$10 for members and \$25 for non members. The bamboo polo's are \$15 for members and \$30 for non members.

WORK PLACE CONCERNS

There are several issues which are causing distress to FSW members. So, I would like to take a minute to talk about smoking policy, rumors & confidentiality. **Smoking** - I am asking all FSW members to please use the designated smoking areas (smoking huts) when they are smoking. Please do not start your cigarette before arriving in the smoking hut. And properly dispose of all butts. Those members who do not smoke do not want to interfere with you rights to smoke. However, they do not walk through the smoke to reach the work sites. **Rumors-** Members are very distressed about their situations being discussed as part of the rumor mill. Think how you would feel if you knew your coworkers were talking about you. What we know about rumors is that they may start with a bit of truth, however, most of the time the majority of the information is not true. **Union Representatives can not share any information about any situation involving a members/coworker.** Please refrain from spreading rumors about your coworkers. What can you do? If you are a friend of the person, please ask them directly what is going on and how you can help them. If the person does not want to share with you or declines your assistance, DROP IT. If you do not know the coworker it is not your place to talk about them. **Confidentiality** – the leaders of FSW & DHS are concerned about the misuse of the State computers. That is to use any of the computer systems (WMS, Connections, DMV, Address split, ARIES, Child Support, etc.) for non County business is a misuse of the State computer system. Did you know that it is a felony to look up information on someone if you are not involved with

that person on County business? Did you know that you could be terminated for looking up information on someone if you are not involved with that person on County business? Did you know that you arrested, because this is a felony? Please do not use the computer to check information on your self, family, friends, neighbors or names that have been in the media. We do not want to lose any more members to this type of issue. If you are not sure what information you can look at, or who you can share information with, please see your Senior, Supervisor or Administrator. They all will be more than happy to assist you in this matter.

TUITION REIMBURSEMENT

The Education committee which consists of members from FSW and DHS Administration has agreed to some changes in the tuition reimbursement. Members may receive up to \$1200 per year for Tuition reimbursement. Members can only apply this toward one class per semester. The \$1200 will be applied as part of all County education funding.

COLLEGE SCHOLARSHIPS

There are numerous college scholarships available to our members. Please go on line to cwa-union.org for a complete listing with requirements and due dates. The Ed Grabowski scholarship application is attached. We are asking that the applications be completed and returned to the office by 3/27/09.

MEMBERSHIP MEETING

Our first membership meeting of 2009 will be March 17 (yes, I know it's St Patrick's Day). We will meet here at the union office at 5:30 pm. We want to get right down to business so we can all celebrate St Patty's day in our own special way.

