

# STATE OF THE UNION

*Monroe County Federation of Social Workers, IUE-CWA 381*

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*Evelyn Evans, president*

*Date: 3/15/11*

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Labor Quote: A wise and frugal government, which shall leave men free to regulate their own pursuits of industry and improvement, and shall not take from the mouth of labor the bread it has earned - this is the sum of good government. Thomas Jefferson

Labor History: Wal-Mart agrees to pay a record \$11 million to settle a civil immigration case for using illegal immigrants to do overnight cleaning at stores in 21 States 3/18/05

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## **COUNTY LEGISLATION MEETING 3/8/11**

Thank you to Dorrie Champlain, Debbie Cougler and Elaine Schmidt for supporting me when I spoke before the county legislature last week. Please remember to sign up to speak at the county legislature meetings by calling Chad Kuyler, PAC chair, through the Union Office at 328-7170. We would like to have 2 members speak each month. We are encouraging all members to attend the legislature meetings wearing their red shirts.

## **TRIANGLE SHIRTWAIST FACTORY FIRE PROJECT** a play by Christopher Piehler

On March 25, 1911, a fire roared through Manhattan's Triangle Shirtwaist Factory causing the death of 146 immigrant garment workers. On the 100<sup>th</sup> anniversary, this powerful play explores how the shocking event changed working conditions, shaped labor unions and became a key to women's suffrage. Anyone interested in attending this play (there are dates through 3/20/11) may contact Cora Holliday by email at [centerstage@jccrochester.org](mailto:centerstage@jccrochester.org). Please be sure to put "union tickets" in the subject line. Those interested may also call 461-2000 ext 235 for more information. Click here for more information: [centerstage](#)

## **CCRE - FUNDRAISING EVENTS**

### **Bath and Body Basket Raffle**

The Committee on Civil Rights and Equity is currently having a fundraising event. Tickets will be on sale from March 11 until March 25. The first basket is the 'Bath and Body' or 'Pampering' basket. Tickets are three for \$5; there are over 20 bath and body related items in this basket. To purchase your tickets at St Paul see Kendall Bell (2<sup>nd</sup> fl), Evelyn Evans (3<sup>rd</sup> fl), Benita Shelley (4<sup>th</sup> fl) and Brittany Granville (5<sup>th</sup> fl). At Westfall see LaSonia Simmons (5<sup>th</sup> fl) and Ketina Hogan-Anderson (4<sup>th</sup> fl).

Thank you for your help and support!

## **SOCIAL ACTION COMMITTEE - DAFFODIL DAYS**

Spread Hope with Daffodils!

2011 Daffodil Days

Order today for delivery the week of March 21<sup>th</sup>

We will have pots or fresh cut daffodils for sale for \$10.00 each. There will also be a very limited number of "Bears and a Bunch" which include a special Boyd's bear and a bunch of fresh cut daffodils for \$25.00.

All proceeds benefit the American Cancer Society. Thank you for your generosity.

For more information contact: Kathy Gowans, Michelle Alaimo and Barb Scott at St Paul St.

Lorie Woloson, Julie Frances & Maggie Ho at Westfall Rd.

## **MOBILIZATION COMMITTEE – WEBSITE CONTEST**

Please refer to the [FSW website](#) for the background needed to correctly answer the following questions:

QUESTIONS REGARDING "CUTS HURT FAMILIES: AN FSW MOBILIZATION SUCCESS STORY"

1) When faced with devastating cuts in staff that affected all of FSW, which of the following actions led to the desired outcome?

- A) We forged community partnerships.
- B) We decided to fight back.
- C) We staged creative and visually effective public events.
- D) We reached out to key political figures including the County Legislators.
- E) All of the above.

2) What can we learn from our success story?

- A) When there is an issue affecting union members it is better to let the Union Leadership handle it.
- B) Working together en-masse we can achieve our objectives.
- C) Ignore the problem and it will go away.
- D) Seeking support from the community gives us a more powerful voice.
- E) B and D

**Question 3 and its answer is the bonus question that will be posted on the web.**

3) What was one concrete gain that we won from the "Teddy Bear Campaign"?

- A) Because of the amazing job of advocacy that our members did with the County Legislature, we won an additional 13 Child Protective positions in an environment where everything was on the chopping block.

## **COMMUNITY OUT REACH SUB-COMMITTEE**

The Outreach committee will have its initial meeting on Wednesday, March 30, 2011 at 5:30 PM. At 167 Flanders St. (food will be provided). We will begin to identify our community partners and begin to plan our strategy for effective outreach and community education.

## **COMMUNITY EVENTS**

FSW has been involved with events with two other charities for several years. Both have some upcoming events which members can participate in.

### **Christopher's challenge: Hike for Life**

Scheduled for 3/27 at the Eastview Mall food court. 8:30 AM registration. The walk begins at 9:00 AM.

Refreshments and prizes at 9:45 AM. Please refer to the website for further information by clicking here: [WALK](#)

How you can help: You can be a walker and collect donations, or you can sponsor a walker. FSW walkers are Evelyn Evans, Peg Capuano, Barb Scott and Ginny Baggs. You may contact the union office if you would like to sponsor a walker.

## **Alyssa's Angels Euchre Tournament 3rd Annual Alyssa's Angels Benefit Euchre Tournament**

Saturday, April 9, 2011 · 1pm – 5pm

Location: Baywinde Senior Living Community · 100-200 Kidd Castle Way, Webster, NY, 14580

Donation: \$30/player or \$50/couple · beer/pop, appetizers & snacks included · cash prizes, 50-50 raffle

Tournament Format: Individual players, highest total points wins, each game consists of 4 hands, each player at the table will deal one time, losers leave table, winners split up, play continues for set number of rounds.

Reservations required: Call 298-1865 & leave message with names of players.

Space limited to first 50 players.

Mail check made out to Alyssa's Angels to: Adola DeWolf, 5967 East Lake Road, Conesus, NY 14435

For more information on Alyssa's Angels and to make an online donation to support ill, disadvantaged or abused children in the Rochester area visit <http://www.alyssasangels.org/>.

## **Public Worker Rally**

March 17<sup>th</sup> at the Liberty Pole, 5:00 PM to support public workers. Show your colors by wearing red. Sponsored by NYSUT.

## **Lilac Festival Queen Competition**

Sunday, April 10th, 2011.

Among making several public appearances throughout the year, the Lilac Queen is awarded a **\$1,000.00** college scholarship! Contestants must a female Freshmen, Sophomore or Junior High School students (between 15 years of age by the date of the competition and can not have had her 19th birthday as of March 1, 2012), a resident of the Greater Rochester area, hold a 2.5 GPA and be active in extracurricular activities.

For more information and for an application, check out <http://www.lilacfestival.com/queenapplication.html>. Applications must be submitted by Friday, March 18th, 2011. So please pass along quickly.

## **GRIEVANCE CORNER**

### INVESTIGATORIES

ISSUE	RESOLUTION
3 for poor performance	One received a 5 day suspension Two have no decision as of yet
3 for computer misuse	Two were resignation agreements One was a 3 day suspension
2 for poor supervision	One received a formal counseling One no decision as of yet
1 for poor judgment	5 day suspension
Altering a case record	Informal
Insubordination	No decision as of yet

### GRIEVANCE 2<sup>ND</sup> STEP

Grievance number	Issue & county discipline issued (if applicable)	Resolution
2011-04	Unprofessional conduct – letter of reprimand	
2011-05	Poor judgment & performance – letter of reprimand	

### GRIEVANCE 3<sup>RD</sup> STEP

Grievance number	Issue & county discipline (if applicable)	Resolution
2010-18	Mileage	In discussions w/county
2010-21	Personal appearance policy	In discussion w/county
2010-24	Inappropriate custodial conduct – letter of reprimand	Withdrawn w/o prejudice
2010-25	Sick occurrence policy	Heard, no decision as of yet
2011-01	Denial of OT to MA teams	Heard, no decision as of yet
2011-02	Denial of ½ pay sick	Employee was given the benefit
2011-03	Denial of ½ pay sick	Requested hearing w/Director of HR

### ABRITRATIONS

Grievance number	Issue & county discipline (if applicable)	Resolution
2007-14 2009-20	Retiree health	FSW won court case FSW won arbitration on whether this issue can be arbitrated pending a date w/an arbitrator
2008-19 2008-20	No pay Termination	Same person, both were heard by an arbitrator – awaiting his decision
2009-23 2010-19	Past practice/union time Union release time and overtime	To be heard on 4/25/11
2010-01	Poor performance – paper suspension	Employee retired
2010-11 2010-14	Unknown – termination Unknown - termination	Both to be heard on 7/18/11
2010-13	FSW right to represent per diems	To be heard on 4/8/11
2010-20	Layoffs in FHO	Pending an arbitration date
2010-23	Denial of lateral transfer	Pending an arbitration date
2010-26	Failure to negotiate MCCC abolished positions	Pending an arbitration date