

STATE OF THE UNION

Monroe County Federation of Social Workers, IUE-CWA 381

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8/18/09



Labor Quote: The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds. Abraham Lincoln

Labor history: President Roosevelt signs the Social Security Act, providing, for the first time ever, guaranteed income for retirees and creating a system of unemployment benefits – 8/14/1935

FINANCIAL CARE PATH DIVISION OVERTIME AGREEMENT:

FSW has entered into an agreement with Monroe County, notwithstanding Article 25 of the contract, all time worked between 35 and 40 hours per week shall be offered paid straight time only for employees assigned to FCP. The agreement is time limited, it will be in effect 8/8/09 – 11/13/09. This agreement was made in an attempt to keep the work flowing and to clear up current back logs. This agreement does not take away your right to get paid for the time that you work between 35 and 40 hours. Please email me at fswmessage@aol.com with any additional questions or concerns.

Labor Day Parade:

FSW is looking for marchers for Labor Day (9/7/09). An incentive will be offered for all Marchers. Each member who marches can choose between a free movie pass or a free Seabreeze ticket. In addition, family members who march can choose between a free movie pass or pay \$15 for a Seabreeze ticket. Those who do not march in the Parade and would like to purchase Seabreeze tickets the cost is \$25 per person. Seabreeze tickets include food, drink, park admission and ride pass. Please call the union office to sign up to march and to select your incentive by 8/31/09.

Don't forget your lawn chairs on Labor Day. We would like to have as many marchers participate in the lawn chair brigade as possible. Our meeting area is on Strathallen Park (between East Ave & Goodman St), we will meet around 10:30 am. Please wear a red shirt. We will have balloons, buttons, juice and water for marchers.

THE GALA IS COMING, THE GALA IS COMING:

Have you saved the date (9/25/09)? The Rochester Convention Center has been reserved. The menu has been selected. The colors scheme has been decided (Black and Gold). The invitations are being printed and will be hand delivered to you by E Board members, Chairpersons and Stewards. Now all we need is you. The tickets will be \$25 per member/retiree and \$25 for one guest of the member/retiree. All non members tickets are \$60.

The Gala committee would like to have our members provide the entertainment for the Gala. We are asking for bands, DJ's and photographers to provide the committee with a packet of your work and a quote for you services for the evening. If there is a website for your work please let us know where to find your service. Please have this information into the union office by 8/31/09. If you have a business please purchase a journal ad to support the Gala, please contact the union office for more information. Also, as members you can ask businesses you support to take out a journal ad.

We are looking for volunteers who have Red attire and who would like to strut the run way to participate in the Red fashion during the Gala. We are looking for Red Wear in three categories: Casual, business and after 5. Please contact Lasonia Simmons via the dfa email system or at 309-9173.

Human Service Worker of the Year (HSWOY) Luncheon:

Save the date - 10/23/09 at the Rochester Convention Center at noon. The cost is \$15 per person for FSW members and \$25 for non members. The nomination form for HSWOY was included on Page 6 this month. Consider nominating yourself or your co workers. Also, share the nomination form with your friends and family in other human services agencies.

FSW Golf Tournament:

Thanks you for purchasing raffle tickets, volunteering and playing golf. The tournament was held 8/9/09 at the Webster Golf Club. Among our golfers were Senator Robach, Assemblyman Koon and a 3 year. There was a 45 minute rain delay; however, everyone had a great time.

The winner of the Yankee tickets and over night stay was Ana Dimauro.

FACEBOOK:

Federation of Social Workers is now on facebook at federation of social workers. If you have not given your home email address to FSW, please send an email to the fswmessage@aol.com email address including your home email address and we will add you a fan. This is another communication tool to keep up with the activities of your union.

FSW Bulletin Boards:

There is or should be a FSW bulletin board in each area. We will place or replace bulletin boards where they are missing. The Stewards are responsible for the up keep of the bulletin boards in their areas. Please do not place any information on or remove information from the FSW bulletin boards. The County does supply bulletin boards for general use.

NEGOTIATIONS UPDATE:

The FSW negotiations team met with the county's team on 8/4/09. At that time FSW presented the petition for the full time release of the office of the President of FSW. The petitions and signatures were graciously accepted by Brayton Connard, M.C. Director of Human Resources. Brayton explained that the petition was written in the form of a letter, and Maggie (Brooks) likes to respond to all letters sent to her. He also explained that our members do not always like the way the county responds. To the 500+ members who signed the petition, you may be receiving some correspondence from our County Executive. The local will be happy to respond on behalf of all members.

The County team is currently working on a counter proposal to a proposal made by the FSW team. The County stated they will be in contact with the FSW team after Labor Day to set up our next meeting.

WEINGARTEN RIGHTS:

Did you know when a management personal interrogate/investigates/interviews employee there is always a danger that they will use coercive methods. In 1975 the Supreme Court promulgated safeguards that have become known as "Weingarten Rights". During the interrogation employees have a right to request union representation and can refuse to answer questions until the request is honored.

If you are being interrogated/interviewed by anyone on management you can state that you want to invoke your Weingarten Rights by stating “if this discussion could in any way lead to my being disciplined or terminated, or adversely affect my personal working conditions, I respectfully request that you summon my union representative. Until my representative arrives, I choose not to answer any questions”

The local is having card printed with the Weingarten rights listed. Each member will receive a card to keep with them at all times. Informal and formal counseling are not considered discipline and are not affected by Weingarten Rights.

NOTIFICATION OF CHANGES IN LOCAL LEADERSHIP:

It has been brought to my attention that the membership was not notified when the former Grievance Co Chair for Service left the employment of Monroe County. In the future, FSW will be sure to report and notify the membership of all changes in leadership in a timely manner.

UNUM ENROLLMENTS:

FSW has a contract with UNUM Insurance Company to provide short term disability and life insurance. These packages provide a great benefit to you and your family should an emergency arise. Any members not currently covered are encouraged to attend one of the sessions to gather more information and/or to sign up for the service. UNUM representatives visit our local sites four times a year. For this quarter UNUM representatives will be coming to:

St Paul St on 9/23/09 from 9 am – 4 pm, Room 231

Westfall Rd. on 9/25/09 from 9 am – 4 pm, room 301

National Income Live Insurance company (NILICO):

A few months ago each member received a letter from NILICO with my signature notifying you about a \$1000 death policy that was available free to you as a member of FSW. Many of you completed the yellow response card and have been contacted by a NILICO representative. I was told the representative must come to your home to have you sign an authorization for your beneficiary. If you do not sign to then most of the \$1000 could be taken by the State as part of your estate. The representative will ask to set up an appointment to meet with you to sign for the authorized beneficiary. This is the same for all insurance companies. The NILICO representatives do have other insurance products for sale. The representative will present the information to you and give you an opportunity to purchase their other products. However, at no time is this process, are you supposed to be harassed or pushed into purchasing anything. I was told this is a soft sell not a hard sell tactic. If you have run into a problem with an aggressive representative please call the union office (328-7170) or send an email to the fswmessage@aol.com email address and give us the name of the person who contacted you. It is important that NILICO honor their commitment to getting the beneficiary card and soft selling their other products.

MEMBERSHIP MEETING

SAVE THE DATE: 9/16/09 at 5:30, the location to be announced.

Social Action Committee updates

Bike Rodeo/July 22, 2009

Thanks to the many volunteers from the Executive Board and Steward Council for assisting with the Office of Traffic & Safety Bike Rodeo. Though there weren't as many riders as Jean Triest expected, your enthusiasm was appreciated. Look for our photo on the FSW website. LOOOOOKING GOOOOD!

Mission Share Outreach Center in Greece/July & August

A "Thumbs Up" was submitted to the D&C website via Pulse Marketing on behalf of the FSW members who donated school supplies to the Mission Share Outreach Center in Greece, NY. Additional thanks to Michelle Alaimo for collecting the organizing the Stewards, collecting and delivering the boxes filled with goodies to the Mission.

Making Strides/Breast Cancer Walk

Come one, come all.....Help us make this one of our signature events by walking on October 4, 2009 in the fight against breast cancer. Our team is dubbed the Federation Boobie Prizes. We have a team website that can be accessed by going to www.cancer.org/stridesonline. We are registered under Adola DeWolf or adola.dewolf@dfa.state.ny.us. If you can't join us by walking, please consider sponsoring or donating money to one of your co-workers who will be participating. Every dollar counts!!! If you are interested in joining, please register ASAP.

More information will be forthcoming as to when and where our team will meet.

Thanks, Adola – Social Action Chair

HEALTH & SAFETY COMMITTEE:

Next meeting for FSW Health & Safety is 9/23/09 at the union office. The committee has been staffed by the same members for several years and we are in need of some new members to help relieve those who can no longer sit on the committee due to work obligations or no longer in the agency. We are looking for representation from all facilities and all areas of the Department of Human Services. If you are interested, please be aware that you will need to use your lunch hour to attend once a month 4th Wednesday(schedule attached). I am also looking for suggestion on the time---Is this convenient for all or should we propose another time of day perhaps end of the day. I know that you truly will make a great difference in the committee and will speak out on behalf of you co worker on issues related to health and safety. I truly looking forward to fellowshiping with you all and making our workplace and safer and secure environment.

Thanks, Geena Cruz, Health & Safety Chair

Committee On Equity (COE):

My name is Kendall Bell and I have been a Federation of Social Workers (FSW) member for the entire 15+ years that I have been employed by Monroe County. I currently supervise an intake team in the Financial Care Path. I currently chair the FSW Committee on Equity (COE), which is charged with maximizing cultural diversity and competence as well as making sure that the members are aware of their rights regarding fair treatment.

The mission of the Committee on Equity is to create a union where all cultures, religions, sexual orientations, genders, abilities, ages, and nationalities feel welcome, respected and heard in a confidential atmosphere, and to partner with community agencies and individuals.

The Committee strives to uphold the mission in a variety of ways, including hosting cultural events for the membership as well as educating members through encouraging conference attendance and networking in the

community. The Committee is working on infusing relevant cultural facts into the workplace in ways that are interesting and enlightening. There are also plans to help the membership as a whole understand the bargaining agreement through periodic, intimate gatherings that foster interaction with the leadership. Additionally, we are spreading our reach into the community, most recently by initiating a relationship with a non-profit organization that works with Rochester City School District youth to provide them with experiences that they would not ordinarily have.

The COE is steadily growing with active members and we welcome anyone who would like to be a part of our commitment to our FSW members and developing community partnerships.



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REQUEST FOR ADS FOR OUR: GALA 50TH ANNIVERSARY CELEBRATION PROGRAM BOOKLET

**FRIDAY, SEPTEMBER 25, 2009 - 7:00 TO 11:00 PM
 ROCHESTER RIVERSIDE CONVENTION CENTER**

PLEASE JOIN US IN CELEBRATING THE 50TH ANNIVERSARY OF THE OLDEST PUBLIC SECTOR SOCIAL WORKER UNION IN THE UNITED STATES OF AMERICA. WE ARE ASKING OUR MANY FRIENDS IN THE COMMUNITY TO SUPPORT THIS SPECIAL EVENT BY PURCHASING AN AD IN OUR PROGRAM BOOKLET.

THE DEADLINE FOR YOUR AD AND PAYMENT IS AUGUST 1, 2009. ADS NEED TO BE SUBMITTED AS A DIGITAL FILE (JPG OR TIFF) OR AS FINISHED ARTWORK THAT CAN BE SCANNED. ADS ARE ONE-COLOR ONLY. PLEASE AD 25% TO THE COST OF THE AD IF LAYOUT AND DESIGN WORK ARE NEEDED.

WE APPRECIATE YOUR SUPPORT OF THIS HISTORIC EVENT,

EVELYN EVANS, FSW PRESIDENT

Federation of Social Workers 50th Anniversary Gala Program Booklet Ad - Order Form

BUSINESS/ORGANIZATION: _____

CONTACT PERSON: _____ PHONE: _____

E-MAIL ADDRESS: _____

CHOOSE FROM THE FOLLOWING AD SIZES:

AD SIZE	PRICE	HEIGHT	WIDTH
<input type="checkbox"/> 1/2 PAGE	\$65	4-INCHES	5-INCHES
<input type="checkbox"/> FULL PAGE	\$100	8-INCHES	5-INCHES

CHECK THIS BOX IF YOU NEED US TO LAYOUT OR DESIGN YOUR AD. (BE SURE TO INCLUDE AN ADDITIONAL 25% OF THE ORIGINAL PRICE OF YOUR AD.)

ENCLOSED IS A CHECK PAYABLE TO THE FEDERATION OF SOCIAL WORKERS IN THE AMOUNT OF \$ _____

Please return with payment to the Federation of Social Workers, 167 Flanders Street, Rochester, New York 14619 and e-mail your ad text to **both** fswmessage@aol.com and john@pulsemarketinggroup.com

