

STATE OF THE UNION

Monroe County Federation of Social Workers, IUE-CWA 381

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Evelyn Evans, president

Date: 2/23/11

Labor Quote: A lack of planning on your part does not constitute an emergency on my part. Unknown

Labor history: February 20

Thousands of women march to New York's City Hall demanding relief from exorbitant wartime food prices. Inflation had wiped out any wage gains made by workers, leading to a high level of working class protest during World War I - 1917

Membership Meeting, 2/9/11

Thank you to all members who took the time to participate in the membership meeting. Your input is always valued and is used to guide the direction of this Local. It is important for all members to have a voice as each one of us is the union. It is also important to remember that the tentative agenda which appears on membership meeting announcements can never include a motion that could be made by any member from the floor. Therefore, it is imperative that members attend all meetings whenever possible.

- A vote was taken for convention delegates for the July, 2011 National CWA convention. The delegates will be Ginny Bags and Michelle Alaimo. The alternate will be Kendall Bell.
- Political Action Committee: all County Legislative seats are up for election this fall. The FSW would like to have at least two members each to speak at the County Legislature meetings which are held on the second Tuesday of each month. Each participating member will explain to the Legislature what it is that (they) do in a seven hour shift at MCDHS. Interested members should contact the union office to sign up for this important initiative. In addition, we are asking that all members make a point of attending these Legislative meetings wearing red shirts to show solidarity as we move into our third year without a contract.
- DHS Policies and Guidelines:
 1. **Sick occurrence**- members feel that the guidelines have been changed to a policy. Supervisors are not being allowed to use their discretion in discussing the guidelines; rather they are being given directives from administration to issue informal counseling. Please use special SAP code X92 for all pre-planned medical appointments. Additionally, please inform the Union if you should receive an informal or formal counseling as result of these sick occurrence guidelines.
 2. **Mileage**-FSW is asking that all members who claim mileage keep track of any changes that are made to their mileage after submission.
- Negotiations: since the ratification vote, both the steward council and the E-Board have discussed what went well and what areas needed improvement. In addition, the negotiation team has reviewed and

compiled the results of the exit polls that were completed at each ratification meeting. During the membership meeting, there was a discussion on negotiations and what is meant by “declaring impasse”. Mike Rusinek, IUE-CWA rep, led the discussion. A motion was made by a member to vote to declare impasse. This motion was seconded and a discussion followed. The vote was 7 yes, 31 no with 3 abstentions. Therefore, the negotiation team will continue to negotiate with the County. There was a vote to fill the vacant alternate seat on the negotiation team. Dan Delorme had the most votes and Derrick Goettel received the second highest number of votes.

UNUM IS COMING

- Wednesday, February 23: 11AM-1 PM, Child Support Office
- Wednesday, February 23: 2PM-4PM, Children’s Center
- Thursday, February 24: 9AM-4PM, Westfall Rd Room 301
- Friday, February 25: 9AM-4PM, St Paul Street Room 231

This is your opportunity to sign up for short term disability. This short term disability insurance can be paid to you in addition to any sick credits that you may have available as compared to the County’s short term insurance where you must exhaust any sick credits (except for 5 days) prior to being eligible for any insurance payments.

HEALTH AND SAFETY COMMITTEE

- Gina Cruz will be out of work for the next few weeks. Please send all health and safety inquiries to Jeanne Filipowski in Gina’s absence.

GOOD AND WELFARE

- Please check out the [FSW website](#) for the new look and for updated information including committee meeting schedules.
- Ed Garbowski/Dina Finn FSW scholarship applications are now available. Please have the applications completed and submitted to the union office by 3/31/11. See below for the application.

