

Weekly Word

Monroe County Federation of Social Workers, IUE-CWA 381

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Richard Hutchings

Unfortunately, Richard, our vice-president, suffered a heart attack on Christmas Eve. Fortunately, on Christmas morning he had surgery that started blood flowing again through a blocked artery. He was an inpatient at Strong until Tuesday, 12/28, when he was discharged home.

I have talked with him throughout the past week and a half and he seems to be doing fine although he tires easily his recovery time may take a while. He will be going through a lot of tests over the next couple of months to see how his heart is functioning. The best we can do is keeping him in our prayers that he will have a speedy recovery and can get back on his feet again. Rest assured, he has been keeping on top of the news here at the Union.

Anyone who wishes to send him greetings can send it here to the Federation office and we will take the notes to him.

Until Richard comes back, I have recruited a few volunteers to manage some of his responsibilities: Judy Bentley is taking over coordination of the mobilizing committee and Peg Capuano is the acting vice-president. Ed Thomas will be helping out with the grievances and investigatory interviews to fill the gaps left by Richard and Peg.

In terms of Peg, she is the authorized Federation spokesperson in my absence for any member, county official, and community contact in my absence.

Prior to Richard's heart attack, he had written a grievance update to be published so I will try to incorporate that article on the back of this issue.

Contract

As you know, the tentative agreement was soundly defeated from the combined votes of 11/23 and 12/1 membership meetings. On the exit surveys, many members indicated a desire that we should not go into bargaining sessions without our attorney. Throughout December, we met as a leadership and then as a negotiating committee with our long time attorney, Michael Harren. At the end of last week, under his counsel we decided to declare impasse with PERB, the paperwork was filed yesterday. We will depend on his counsel through this process and I will keep you posted on the progress. Just for your information, we had requested a bargaining session on December 2nd and have had no

response to date. This helped in our decision to go to impasse.

Article 78

While we're talking about legal matters...Mike Harren is filing an Article 78 violation of Civil Service law regarding the Department's canvassing of a civil service list for supervising examiner, interviewing of candidates and then filling by an out-of- title appointment. We have also filed a grievance and made an appeal to the local civil service commission. Richard and I also met with Brayton Connard to try to resolve this issue but were unsuccessful with that, which caused the legal action.

Committee on Equity

This piece serves as a "save the date" initial notice for all of you. The committee has planned two events for the month of February that will be multi-cultural in focus. These events will be lunch hours on 2/16 at Westfall and 2/17 at St Paul. Food and culturally significant presentations will be involved for each event. Final planning will be taken care of at next week's committee meeting, so keep your eyes peeled for the final details.

MLK Day Opportunity

The Rochester Labor Council and George Eastman House will be presenting a film on the Martin Luther King holiday for your education and enjoyment. Presentations will be at the Dryden Theater at two showings: 2pm and 8pm. This documentary highlights events leading up to Dr. King's assassination. Dr. King had come to Memphis in 1968 to support a strike by grossly underpaid sanitation workers, but as you know, his non-violent ways had a violent outcome. This event is free and requires no ticket.

Rally

Next Tuesday, we will be holding a contract rally at the county office building prior to the meeting of the legislature. We need you to show up and be counted for your resounding "NO" vote to the contract offer. We are also recruiting speakers to speak before the legislature regarding the impact of no contract in light of the daily work burden we carry for the county. Call the Union office to indicate that you will speak. Further flyers and notices will be coming out. Due to the cold weather we will be providing hot liquid refreshments. Many of your co-workers were at the membership meetings and are holding you accountable to participate:

"I know who you are. I know how you voted. I expect to see you @ the COB @ 5:30 on 1/11/05. No excuses!"

Rosanne Homzie, Senior Examiner

"P.S. I'll find you!"

"Every day I hear each and everyone of you complain about your job or the non-contract situation. Make your voice heard and show your face and support on Jan 11 rally or forever hold your tongue."

Michelle Alaimo, Examiner

Year End Grievance Report

The following is a year end report on the current Grievance activity. This report should help to illustrate the frustration of your Grievance Committee with the Management of The County of Monroe. The Grievance Committee has sent a similar listing to Maggie Brooks, County Executive and Richard Mackie, Deputy County Executive on 12/15/04. We have requested a second meeting with the County Executive in order to facilitate a solution to this serious lack of response or involvement on the part of Management.

The Grievance Committee would also like to impart to you that we are prepared to go to any level on these and up-coming grievances. The Grievance Committee has been in touch with the legal firm that represents our Union on several occasions and will continue to do so.

It would help the cause of the membership if each of you contacted your Monroe County Legislator and voiced your anger and concern over the treatment we have been shown over the past two years on these Contractual items. It seems the County Administration (including all of those at DHHS), has been running a one way show long enough and it is time for us to fight to the end for what is our basic rights.

Filed for arbitration

2003-9 Filling of Federation Title, Supervisor of Long Term Care

Filed: 5/27/03

Heard at 2nd step: 9/6/03

Heard at 3rd step: 10/15/03

Request for information/clarification: 11/13/03, 1/7/04

Agreement for pre-arbitration hearing with Director 6/04 and 7/21/04, no responses

2003-29 and 2003-31 Fair Days Work/Fair Days Pay

Filed: 10/03

Heard at 2nd step: 11/13/03, denied 2/4/04

Requested 3rd step 5/13/04 no response

PERB Charges filed, no response

2003-33 ((with 2002-19)) CCSI doing Federation Work

Planned for Arbitration 12/14/04, County cancels 12/17/04

2004-12 Starting Salaries for Per Diem TPR Caseworkers

Filed: 7/21/04

Heard at 3rd step: 8/30/04, denied 9/1/04

2004-13 Inadequate Promotion to Casework Supervisor

Filed 7/21/04

Heard at 3rd step: 8/30/04, no response

Filed for 3rd step

2004-04 Administrative Review for Children's Center

Employee

Filed: 4/16/04

Heard at 2nd step: 6/14/04, responded 6/16/04

Requested as agreed upon change to response 7/21/04, no response

2004-05 Unfair/Untrue information given out about an insubordinate employee

Filed 4/16/04

Heard at 2nd step: 6/14/04, no response

Request for information/clarification: 7/21/04 and 10/14/04, no response

2004-07 Outsourcing Work to Baden Street Settlement

Filed: 4/21/04

Heard at 2nd step: 6/14/04, no response

Request for information/clarification: 7/21/04 and 10/14/04, no response

2004-09 Safety Net Employment Process

Filed: 6/16/04

Heard at 2nd step: 8/30/04, no response

2004-10 Cell Phones

Filed: 6/30/04

Heard at 2nd step: 8/30/04, no response, no actions

2004-15 No Pay for Employee

Filed: 8/26/04

Requested 2nd step hearing: 10/14/04, no response

2004-16 No Pay for Employee

Filed 8/26/04

Requested 2nd step hearing: 10/14/04, no response

2004-17 Promotion Failure

Filed: 8/26/04

Requested 2nd step hearing 10/14, no response

2004-20 Continuous Denial of Transfer Requests

Filed: 9/8/04

Heard at 2nd step: 10/1/04, denied

2004-25 Unfair Overtime Denial

Filed: 10/25/04, no response

Filed for 2nd step

2004-23 Shift Premium Visitation Caseworkers

Filed 10/20/04, no response

2004-24 Unfair Letter of Discipline

Filed: 10/25/04, no response

2004-26 Out of Title Assignment

Filed: 10/27/04, no response

Filed for Second Step Hearing

Civil Service Charges Sought

New York Supreme Court Charges Sought

INVESTIGATORIES NEEDING CLOSURE

There are seven different investigatories that are still open dating back to September 2003. We have added these to the list to discuss with Maggie Brooks as this is not acceptable in any regard and we expect a firm ruling on this.