

# Weekly Word

Monroe County Federation of Social Workers, IUE-CWA 381

167 Flanders St Rochester New York 14619

(585) 328-7170 voice

(585) 328-2162 fax

web site: [www.fsw-union.com](http://www.fsw-union.com)

e-mail: [fswmessage@aol.com](mailto:fswmessage@aol.com)

John Vasko

January 24, 2006

## Revised Local By-Laws

The Constitution and By-laws committee has finalized a draft set of By-Laws with distribution of the draft to the membership this week. Two meetings have been set to discuss and vote on the changes to the local By-Laws:

Wednesday February 1

And

Tuesday February 7

5:30pm

Union Office

*Due to copier problems at the office, I am attaching the official meeting notice for the By-laws to this Weekly Word.*

## Fair Day's Work/Fair Day's Pay

I want to take a moment to update you on the status of our grievance on Fair Day's Work for Fair Day's Pay that was signed by over 300 members of the bargaining unit.

The first day of arbitration on this grievance was last June. Since the Union has brought the grievance, we put our case on first. On that first day, there was much discussion trying to frame the issue for the arbitrator followed by testimony from me and then Peg Capuano.

At that first arbitration, it became clear that this case would take a long time to unfold. We decided to pull in many of the workers who signed the grievance to testify and scheduled many dates into the future to meet with the arbitrator.

Our second meeting did not take place until December 7<sup>th</sup>. At this meeting we had testimony from Richard Hutchings. Near the end of Richard's testimony, the County and the Union decided to suspend further testimony to work out an agreement that would provide some relief for workers. It wasn't until the third day of arbitration, January 18<sup>th</sup> that we learned that the agreement was rejected by the County.

As a result, we have had to resume the arbitration testimony, which will take the better part of this year at the current rate. We have three more days scheduled through May of this year.

One thing I am learning from this arbitration is the value of not working for free. When you work for free (come in early, stay late, work through breaks/lunch, etc.) there are no damages that an arbitrator can award. If you work overtime but fail to mark it on the time sheets or

claim it on your timecard, no award from an arbitrator can be made to you either. So how do you come to assess damages in arbitration like this or do you simply get a cease and desist order? Does the burden get better for you as a worker with a cease and desist order?

From this point forward, each worker needs to maintain careful records of time worked, time you received pay for, monthly caseload statistics, phone logs (if you keep them), memos/emails to supervision regarding work you were not able to complete, memos/emails from supervision regarding work that is not done, client complaints, etc.

This arbitration has the potential to go years unless a compromise can be reached that gives greater shield to workers from an oppressive workload.

## Spring Roars with Daffodils

The FSW will sell daffodils again this year to raise money for the American Cancer Society. If each member sells 10 daffodils to people in this community, we will far exceed the amount raised in 2005. Taking part in this fundraiser also enhances our image and importance in the community.

What we need is more volunteers to coordinate sales, so please volunteer yourself or say "Yes!" when one of the following fine folks asks for your help:

Martin Schafer 753-6368

Maggie Ho 753-6490

Kathy Gowans 753-6779

Before the day of sales, you can pre-order your daffodils by February 24.

## Help Maggie Save Your Job

Maggie Brooks has announced, again, to the world how social services is a drain on the County budget. Yes...that's a reality. The Union leadership has met with Maggie, her designees, the legislators, etc. telling them about the inefficiencies in this department. Some changes have come from these meetings, but not enough. Maggie has asked for community input on how to be more efficient. We should respond...again.

Send all of your suggestions to me at [john.vasko@dfs.state.ny.us](mailto:john.vasko@dfs.state.ny.us) or [fswpresident@aol.com](mailto:fswpresident@aol.com) so we can go on record, again, as a group on how to do our jobs more efficiently, what examples of waste and duplication of effort we see, etc.

To: Federation of Social Workers members  
From: Constitution and By-Laws committee  
Date: January 24, 2006  
Subject: Draft Local Union By-Laws

The revised Federation of Social Workers, IUE-CWA 81381 By-Laws is now complete. The document has been reviewed and revised by the Executive Board and is enclosed with this memo for your review. Please review this document carefully and be prepared to discuss and vote on adopting it at either one of the two membership meetings listed below. Once the membership finalizes the By-Laws, the final step is approval by the CWA.

Some sections of the By-Laws refer to sections of the CWA Constitution. We will have copies of that document available at the membership meeting. We will also have available at the meeting the current Constitution and By-Laws for the FSW. In the meantime, you can access the CWA Constitution, the IUE-CWA Division Rules, and the current FSW Constitution and By-Laws at the FSW website...[www.fsw-union.com](http://www.fsw-union.com).

## Membership Meeting and Vote

Wednesday February 1

Or

Tuesday February 8

5:30pm

Federation of Social Workers Office  
167 Flanders St

Note: These meetings are member only.