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STEWARD UPDATE

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FROM THE PRESIDENT: STEWARD TEAMS AND UNION REPS MEET AS ANNUAL INCENTIVE DATE APPROACHES

At the 2018 Steward conferences I spoke to the stewards in attendance about the importance of team building and urged them to take an active role in the selection and building of their steward team. The concept of team building is an idea that I and union representatives have been stressing to all stewards for quite some time. I am committed to the idea that well functioning steward teams are critical to the success of this local union.

Every unit needs a group of stewards who work together to conduct the union member sign up portion of new hire orientations, sign up workers who failed to join the union during their orientation, promote union programs, educate the membership, enforce the terms of the contract and file grievances when necessary.

A solid steward team is also critical to our success at the bargaining table. The union's power during negotiations is directly tied to the percentage of bargaining unit members who are also union members. As the old saying goes, "there is strength in numbers." When we represent an overwhelming percentage of the bargaining unit, we bring a great deal of clout to the bargaining table - hence our membership goal of 95%. When this number decreases, so does our bargaining power.

A well functioning steward group will also have keen insights regarding new contract language that we need to propose during negotiations to correct ongoing problems. Additionally, these stewards will be able to identify changes

necessary to make current contract language work better for the membership.

Some time in November or December, stewards will receive their annual review from their union representative. This review will let stewards know which steward incentive they qualify for based on the membership, Active Ballot Club and UFCW 951 Foundation percentages in their unit, and if their individual performance as a team member merits their receipt of this incentive, or a lesser one. Incentives will be paid in December.

Union representatives recently received a snapshot of all their units listing where each steward group stands in terms of reaching the required percentage goals to be a Gold, Light Gold, Blue or Grey level steward to receive the corresponding membership incentive of \$1,000, \$750, \$500 or \$0. Your union representative should have reviewed this snapshot with you and worked with your steward group to develop a plan to reach your established goal by November 15, 2018. On this date, the final snapshot for 2018 will be taken and used to determine the incentive level for which you qualify.

If your union representative has not reviewed these percentages with you and discussed how your steward team can reach its goal, I urge you to call them to-

day and insist they arrange time to meet with your group for this purpose. If this meeting fails to

take place, please contact the union office at 1.800.999.0951 and ask to speak with their supervisor. This meeting is also a good time for you to request any training or tools you feel you need to improve your skills as a steward. The local is committed to doing all we can to help stewards be successful in their role.

An example of this commitment is highlighted in the box below announcing videos that stewards can watch to help them improve their orientation skills. At the 2018 Steward Conferences, several stewards asked if we could provide them with videos of staff conducting orientations to help them become better at this aspect of their job. I thought it was a great idea and had our staff do just that. I hope you find these videos helpful!



JOHN CAKMAKCI

HELP SPREAD THE WORD

THERE IS STILL TIME FOR MEMBERS TO WIN FOUNDATION SCHOLARSHIPS IN 2018

The UFCW 951 Foundation will be awarding \$10,750 in scholarships and reimbursements in October 2018. Winners of twenty Utility Reimbursements, ten Medical Reimbursements, five Education Scholarships, five Family Enrichment Scholarships and three Child Care Scholarships will be selected.

Members who have not yet applied for UFCW 951 Foundation scholarships or reimbursements in 2018 still have an opportunity to win this year by submitting their applications by September 30. Applications from members who have already applied in 2018 but have not been selected yet are still eligible to win in October.

Members may still submit paper applications via mail as long as they arrive at the office by the end of the day on September 30, 2018. Members can also apply online at www.ufcw951.org/members/scholarships. Applications will be accepted through the website until midnight on September 30.

Applications for next year's Foundation Scholarships will be available beginning in October so members can begin applying for the 2019 awards. Winners will be chosen in January, April, July and October.

If you have questions about any of the Foundation scholarship programs or would like more paper applications to distribute to members, please contact your union representative.



SAMPLE ORIENTATION VIDEOS NOW AVAILABLE!

Check out these videos to see how our staff conduct orientations!

- Kris Barry's Presentation - youtu.be/zbJynufuYY
- Courtney Phillips' Presentation - youtu.be/jQlq6ZTAoGQ
- Todd Regis' Presentation - youtu.be/NNQF-shuun4
- Brad Wilson's Presentation - youtu.be/YZRY949AKoo

REMINDING MEMBERS OF THEIR UNION ADVANTAGE

As as steward, from time to time you may hear members complaining that the union doesn't do anything for them. In these situations, your job is to remind them of the benefits of their union contract along with the numerous "members only" benefits offered by UFCW 951.

Often, members may incorrectly think their employer is legally required to provide them with specific benefits. They need to know it's not the law but the union contract that requires they receive the following workplace advantages.

Guaranteed Wage Increases: Without a union contract, who receives a

raise and the amount of the increase is strictly a management decision. Workers could go years without a raise or have their pay cut at any time.

Paid Breaks and Lunches: The law only requires minors to receive a break from work. There is nothing besides the union contract preventing employers from forcing all other employees to work their entire shift without a break or lunch, paid or unpaid.

Just Cause for Termination: Michigan is an employment at will state, meaning workers can be terminated for any reason, or no reason at all. The just cause protection of the union contract requires employers to prove just

cause before firing workers.

Daily Overtime Pay: The law requires overtime pay after 40 hours worked per week; it does not address daily overtime. The union contract requires members receive overtime pay after working eight hours in a day.

Schedule Guarantees: Without the union contract, workers have no guarantee of hours, daily or weekly. The contract also requires a schedule be posted that can't be changed at management's whim.

Paid Holidays: There is no law requiring holiday pay. The only reason members receive holiday pay is because they are covered by a union contract.

2018 MEIJER WAGE SCHEDULES TOOK EFFECT IN AUGUST

New wage schedules became effective in the Meijer contracts on August 19, 2018. Stewards should familiarize themselves with the following points to ensure they understand how members are impacted by the new wage schedules, and are prepared to correctly answer members' questions regarding the new wage schedules.

The only members who moved to a new wage rate on August 19 are those at starting rates that are not in the new wage schedule, and those who have been at the top rate of their wage schedule for more than 700 hours in retail and more than 1,000 or

800 hours, depending on their wage scale, in the distribution centers.

All other retail and warehouse members will remain at their current wage rate and will be placed at the corresponding step in the wage schedule. Their PRC (Pre-Scheduled Rate Change) hours will not be reset. When they work the number of hours required to receive their next wage increase (350, 400, 700, 800 or 1,000 hours as listed in their wage schedule), they will advance to the next step in the wage schedule and their PRC hours will be reset.

Drivers will move to new wage rates

on 8/19/18, as their wage increases are annual, not based on hours worked.

The second Top Rate Adjustment (TRA) payout for 2018 will occur by mid-September for members at top rate in the eligible classifications. The first of the two TRA periods was from 8/20/17 to 2/17/18. The second was from 2/18/18 to 8/18/18. Members must have remained eligible for the entire period to receive the TRA paid at the end of the second TRA period.

If you have any questions regarding the wage schedules, contact your union representative.

STEWARDS MUST INFORM THE UNION AFTER FILING A GRIEVANCE

After filing a grievance, stewards are required to complete the following two steps. This information is also on the back of every Step 1 Grievance Form.

1. Immediately notify your union representative.
2. Forward the grievance to the UFCW 951 office within seven days of filing by one of the following means:
A. Fax: 616.447.1000

- B. Email: grievance@ufcwlocal951.com
- C. Call the Grievance Hotline at 1.800.999.0951 ext. 168 & provide:
 - Your name and unit number
 - The grievant's full name and last four digits of his/her social

- security number
- The grievant's email address
- Nature of the grievance
- Date of the infraction
- Description of facts
- Date the Step 1 was filed
- The unit manager's full name

GLORIA HALL: A LISTENING EAR AT KROGER #884

Gloria Hall, from Kroger #884 in Lansing, has been a steward since she was elected to the position in 2011. "I had always been hands-on and shadowed Kris [a union representative] in her job," Hall said. "I had just been a witness on a grievance. She inspired me to run, and I ran and got elected." For much of that time, Hall has been the sole steward at her store. Despite lacking the support of a steward team until recently, she was still able to use creative solutions to end last year with over 95% membership sign-up, 20% Foundation sign-up and 10% ABC sign-up in the store.

"I came up with a mailbox to put in the break room for concerns and issues," Hall said. "I do store walkthroughs, but I knew I couldn't be there in person for everyone. . . . I was able to reach all the shifts that way, too. There's a key, so it's confidential. I've also teamed up with our hiring manager at the store to adjust my schedule so I can be there for the orientation meetings."

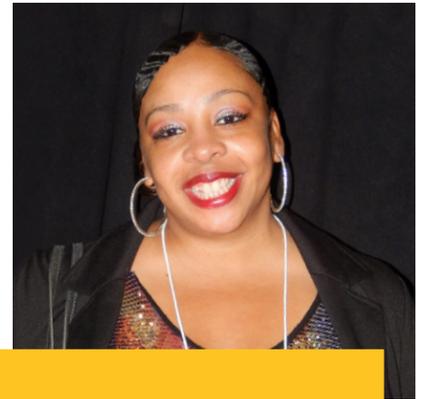
Hall's role as a steward has been continually supported by the union representatives at the store. Kris Barry encouraged Hall to run for the position, and another previous representa-

tive for Kroger #884, Alice Perreira, reflected on what makes Hall successful.

"She is very enthusiastic," Perreira said. This enthusiasm is what drives Hall's commitment to the work. "You have to have that fight and put your heart into it. Something that's small to you might be big to someone else," Hall said.

"You have to really, really have a listening ear." Hall's advice to other stewards is to focus on listening to and following through on members' grievances, keeping them confidential and reminding members that they are

not alone, there is someone to fight for them. "Some employees have come from non-union stores and aren't sure about the union. Once they can see that 'someone is there for me, and I'm not alone,' some people who didn't like the union when they started, over time



My favorite part of being a steward is fighting for the members and getting their jobs back or back pay. It's following the steps and seeing the smiles on their faces, knowing their dues have paid off – that someone is there to fight for them."

— Gloria Hall from Kroger #884 in Lansing

they change their minds," Hall said. "I show them the benefits because there's at least something that's beneficial to them. It's about breaking it down, educating them and showing them how awesome the union is."

THE VALUE OF UNION MEMBERSHIP: DAILY OVERTIME PAY

Like paid breaks, overtime pay after eight hours is a right secured by your union contract, not by federal or state law.

The Fair Labor Standards Act (FLSA) requires employees be paid at least time and a half after 40 hours worked in a week. Your union contract goes above and beyond this legal requirement to mandate time and a half for

all its members, both full time and part time, after eight hours.

An employee working part-time hours, or full-time employees working 40 hours or less, cannot earn overtime under the law. Having contractually-mandated overtime pay after eight hours ensures that employers cannot exploit employees by forcing them to work long hours for a few days, in an

effort to prevent them from working over 40 hours in a week.

Not only does the concept of overtime after eight hours place value on the time and schedules of hard-working union members, but one hour of overtime typically pays for union dues for that week—once again proving the benefits of union membership far outweigh the cost!

Overtime Earned by an Employee Earning \$12 per Hour:	Day 1	Day 2	Day 3	Day 4	Day 5	
	9 hours	5 hours	8 hours	9 hours	5 hours	= 36 hours worked
	\$18	\$0	\$0	\$18	\$0	= \$36 overtime pay