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STEWARD UPDATE

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FROM THE PRESIDENT: 2019 CONFERENCES ALLOWED STEWARDS THE OPPORTUNITY TO IMPROVE SKILLS

As another year of successful steward conferences has come to a close, I would like to take some time to go over the importance of these conferences and what I hope that the stewards who attended came away from them with.

UFCW 951 held seven conferences across the state during the month of April. This year's conferences featured sessions covering a variety of topics including contract negotiation, grievance handling, and signing non-members during orientation and one-offs.

I am happy to have had the opportunity to address your concerns during my question and answer session. Being able to have face-to-face conversations with stewards ensures that I am aware of the challenges that you face in your units, and can make sure that the organization

is providing you with the support you need to be effective in your role.

For many of those in attendance these sessions served to update and reinforce skills that they have been using for years, and for some this was new information. For all, the conferences were an opportunity to have your questions answered, share ideas and discuss the challenges that you face in your units with your fellow stewards from other locations.

It is important that stewards attend these yearly conferences to ensure that they have the most up-to-date information and skills to take back to their members. Many units are heading into what could be tough negotiations this year and in 2020, and stewards will need these tools to help prepare and

guide their members through the process.

I would like to thank the nearly 400 stewards who

attended this year's conferences. It is my hope that everybody who attended will take what they learned back to their workplaces and use it to better support the members there. I remain committed to the idea that strong, knowledgeable steward teams are key to the success of UFCW 951.



UFCW 951 President John Cakmakci speaks with stewards at the steward conference in Kalamazoo.

HELP SPREAD THE WORD

WATCH NEW MEMBERSHIP VIDEO FOR A CHANCE TO WIN A PRIZE



UFCW 951 has new video available that is geared towards new members or those who are considering becoming a member. In the video, Local 951 President John Cakmakci welcomes new members to the union and explains the benefits of being a union member.

We are asking that stewards view the video at youtu.be/sNcql1xQEhM. Once you have viewed the video leave a comment on it for a chance to win a \$15 gift card.

REMIND MEMBERS TO UPDATE THEIR ADDRESS WHEN THEY MOVE

It is vital that stewards make sure the members in their stores know to update their address with the union when they move to ensure that they continue to receive important mail such as contract information, election materials, surveys and bargaining updates.

Members can update their address with UFCW 951 by calling 1.800.999.0951 and speaking with someone from membership records or by sending an email to information@ufcwlocal951.com.



UPDATED STEWARD HANDBOOK AVAILABLE NOW

At this year's conferences stewards received a copy of the updated and redesigned steward handbook. In addition to the booklet style and colorful look, there are a variety of new features to assist stewards in their role.

Table of Contents

The new steward handbook is set up in chapters with a table of contents and page numbers so that stewards can easily locate specific information as needed.

Chapter Review

Review questions have been added

at the end of each chapter so that stewards can test their understanding of the content. An answer key is provided in the back of the handbook.

Glossary

The glossary defines common and important words and phrases related to the union that stewards should be familiar with. (See page 2 for a selection of the glossary.)

Updated Information

The list of important phone numbers and addresses has been updated. A list of Member's Only discounts and programs has been added for



stewards to reference when members have questions about these programs.

If you have not received a copy of the new steward handbook, contact your union representative to request one.

STEWARDS SHOULD BE FAMILIAR WITH IMPORTANT TERMS

As the go-to resource for members when they have a question about the union or their rights, stewards should be familiar with the language used in their union contract, grievance procedure and within organized labor as a whole. This is why an extensive glossary of terms is included in the new steward handbook. A sampling of some of the most commonly used labor terms appears below.

If you have a question about contract language or how to interpret the language and apply it to grievances or other situations in your unit, you should reach out to your union representative for clarification.

Backpay

Wages due for past services, often the difference between money already received and a higher amount resulting from a change in wage rates. Can also mean wages owed because some provision of the contract was violated.

Collective Bargaining

A process which workers, through their bargaining committee, deal as a group to determine wages, hours and other conditions of employment. Normally, the result of collective bargaining is a written contract which covers all workers in the bargaining unit.

Collective Bargaining Agreement/Contract

A formal written agreement over wages, hours and conditions of employment entered into by an employer and the union representing employees in the bargaining unit.

DFR (Duty of Fair Representation)

A union's obligation to represent all people in the bargaining unit as fairly and equally as possible. This requirement applies both in the creation and interpretation of collective bargaining agreements. A union is said to have violated its Duty of Fair Representation when a union's conduct toward a member of a collective bargaining unit is arbitrary, discriminatory, or in bad faith. A union steward, for example, may not ignore a grievance which has merit, nor can that grievance be processed in a

perfunctory manner. It should be noted, however, that the employee in the bargaining unit has no absolute right to have a grievance taken to arbitration. The union is obligated to give fair representation to all union members, and also to collective bargaining unit members who have not joined the union in "right-to-work" states.

Grievance

Any type of worker dissatisfaction including violations of the collective bargaining agreement, violations of law, violations of employer policies, violations of fair treatment, and violations of past practices. The definition of a grievance is usually part of the contract, and therefore may vary from one contract to another.

Just Cause

A reason an employer must give for any disciplinary action it takes against an employee. An employer must show just cause only if a contract requires it. Most contracts have just cause requirements which place the burden of proof for just cause on the employer.

Made Whole

A catchall phrase used in grievance and other legal action where a remedy is sought from an employer. Often used in discharge and discipline cases where the union seeks to have a worker, who had been wrongly discharged or disciplined, returned to work and reimbursed all wages,

benefits, or other conditions lost due to an employer's unjustified action.

Past Practice

A customary way of doing things not written into the collective bargaining agreement. Past practices can sometimes be enforced through the grievance procedure if the practice has been longstanding, consistent, and accepted by the parties.

"Right-to-Work"

Law prohibiting unions from negotiating union shop clauses in their contracts with employers covered by the National Labor Relations Act. Unions often refer to this as "right to work for less".

Seniority

Preference accorded employees, based on length of service with an employer, in such areas as layoff, recall, promotion, transfer, vacation accrual, scheduling, shift assignment, etc.

Weingarten Rights

The rights of employees covered by the National Labor Relations Act to request union representation during investigatory interviews if they reasonably believe that the interview could result in their being disciplined. Weingarten rights also guarantee the rights of union representatives to assist and counsel employees during interviews which could lead to discipline.

STEWARD SPOTLIGHT: LISA LANAVILLE FIGHTS FOR DIGNITY AND RESPECT AT MEIJER #294

Lisa Lanaville is an advocate for the members at Meijer #294 in Escanaba.

While Lisa was one of the original hires at the store when it opened in May of 2017, she didn't join the union right away.

"I was at the store for more than a year before I became a member of the union. I took Meijer team leaders at their word that I wouldn't need the union because I would be treated with dignity and respect," Lanaville said. "But the longer I was there, I saw more and more instances where team members weren't being treated with respect and I didn't want that to happen to me. That's when I went to the union representative and asked to join the union."

The union representative for Meijer #294, Jeremy Hosking, knew when he met Lanaville that she had the potential to be a great steward if he could prove



As a steward I think it's important to see that things are done properly, that people are treated with dignity and respect and to make sure that their workplace is safe. Members should know that the union is there for them, and that there is strength in numbers."

— Lisa Lanaville from Meijer #294 in Escanaba



the value of the union to her.

"I talked with her many times last summer and was always encouraging her to join the union and think about becoming a steward because she has a voice to advocate for people. Lisa has a big heart for people that need help or guidance," Hosking said. "Even before she was a steward, other members would describe her to me as having a lot of "backbone" and not afraid to stand up to management.

We're glad to have her as part of the

steward team here at Meijer #294."

Since becoming a steward Lisa has lived-up to her reputation. She shares her story with new members who weren't sure they wanted to join the union during their orientation and stands up for her members in disciplinary and grievance meetings. Lisa is not afraid to step outside of her comfort zone and develop her skills as a steward to better serve the members at Meijer #294.

UFCW 951 YOUTUBE CHANNEL IS A TOOL STEWARDS CAN USE WHEN TALKING TO MEMBERS

Lori Baker | Beyond the Dues

Lori Baker talks about how much the union does for its members and the importance of sticking together.



Jamie Peacock | Your Weingarten Rights

UFCW 951 member Jamie Peacock explains your right to representation and tells a story about how it helped him.



You can find these videos and more on the UFCW 951 YouTube channel. You can access the UFCW 951 YouTube channel by visiting www.youtube.com and searching for "UFCW 951".

The videos below are only available to stewards and cannot be accessed from the UFCW 951 YouTube Channel. To view these videos enter the URL into your internet browser.

UFCW 951 Union Representatives Conduct Orientations

Watch four UFCW 951 union representatives conduct orientations. Pick and choose the parts of each orientation that work for you to develop your own unique style.



Brad: www.youtube.com/watch?v=YZRY949AKoo

Todd: www.youtube.com/watch?v=NNQF-shuun4

Kris: www.youtube.com/watch?v=zbJynufuYY

Courtney: www.youtube.com/watch?v=jQlq6ZTAoGQ