



United Food and Commercial Workers Local 951
3270 Evergreen Drive NE
Grand Rapids, MI 49525

JOHN CAKMAKCI
PRESIDENT

DAVE WAY
SECRETARY/TREASURER

KARIN HOPMAN
RECORDER

1.800.999.0951
www.ufcw951.org



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STEWARD UPDATE

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FROM THE PRESIDENT: THE IMPORTANCE OF ACTIVE AND STRONG STEWARD TEAMS

The significance of your role as a steward is difficult to overstate. Stewards are vital to the strength of the union, as they are the face of the union to the members in their unit and the first line of defense when members need help.

Members depend on their stewards to answer questions about the contract and their rights, and to respond quickly when issues arise. This is why we strive to build an educated, engaged and active steward team in every unit.

When you signed on as a steward you agreed to take on a very important role. We have many excellent stewards who understand this and take their responsibilities as a steward seriously. However, there are still some stewards who are not engaging members and providing them with the representation that they deserve.

Every steward needs to be able to

sign new members, handle grievances, and educate and engage the membership at their store. While it is understandable that members of your steward team may have their own, hopefully complimentary, strengths and weaknesses, each steward is required to be able to hold their own in every aspect of their role.

With several contracts entering bargaining over the next year, having a network of engaged members is essential to being able to adequately perform your role. The local expects each steward to have a team of members they can count on to take action on behalf of the union. If you do not already have a large, dependable group of members to mobilize when needed, you should begin building one immediately. Having this group of members is beneficial for more than

just bargaining, as they can help you sign members, share information and identify issues.

If you are passionate about being a steward but feel that you are struggling with any of the aspects of your role, I implore you to reach out to your union representative and fellow stewards for support. As long as the drive to do well is present, the skills can be taught.

We need stewards who are motivated to serve their members and strengthen the union. Stewards who cannot or will not step up to the plate should step aside to allow for a stronger steward team, as each team is only as strong as its weakest member.



JOHN CAKMAKCI

HELP SPREAD THE WORD

TICKETS STILL AVAILABLE ON BUS A FOR SOARING EAGLE CASINO BUS TRIP

UFCW 951 members still have the opportunity to purchase tickets for the bus trip to Soaring Eagle Casino in Mt. Pleasant on Wednesday, October 16. Tickets are only \$20 per person and includes \$20 in premium play, a \$5 dining voucher, \$10 in BINGO bucks, seven hours at the casino and round-trip bus transportation. Seats remain on the bus picking up members and their guests in Kalamazoo, Grand Rapids and Lansing. **The bus picking members up in Woodhaven, Northville, Madison Heights and Birch Run has sold out.**

Casino regulations require individuals be at least 18 years old and present valid picture ID matching the information provided to the union.

Order forms and payment must be received by Wednesday, September 25, but tickets could sell out before then. Due to limited seating, members may purchase one or two tickets. Tickets will be sold on a first come, first serve basis. Tickets can be purchased online at www.ufcw951.org/events or by mailing a paper order form along with a check or money order to the UFCW 951 office. Paper order forms are available from your union representative or can be printed from the website.

For more information, visit www.ufcw951.org/events or contact your union representative.



THERE ARE STILL OPPORTUNITIES FOR MEMBERS TO WIN FOUNDATION SCHOLARSHIPS IN 2019

Members who have not yet applied for UFCW 951 Foundation scholarships or reimbursements in 2019 still have an opportunity to win this year by submitting their applications by September 30, 2019.

Members can begin to apply for 2020 scholarships and reimbursements in October. New paper applications will be available in early October. Stewards should make sure that they

have disposed of old applications at this time and are giving members the correct forms.

Winners for twenty Utility Reimbursements, ten Medical Reimbursements, five Education Scholarships, five Family Enrichment Scholarships, and three Child Care Scholarships will be selected in October 2019.

These will be the last winners of 2019. For more information about UFCW

951 Foundation scholarships and reimbursements or to apply, visit www.ufcw951.org/members/scholarships or contact your union representative at 1.800.999.0951.



ERRORS WITH NEW WORKDAY SYSTEM AT MEIJER MAY HAVE CAUSED SOME MEMBERS TO BE PAID INCORRECTLY

Meijer has implemented a new human resources system that is being used to process payroll and time off requests, in addition to other functions. Since the release of Workday in mid-July, many members have experienced a variety of issues including delays in the direct deposit of their paychecks, improper payment for hours worked and holidays and not having authorized deductions taken from their paycheck.



Encourage members in your unit to review their paychecks each week and verify they have been paid for the correct amount of hours worked, paid time off and holiday pay, and that the proper deductions were withheld. If a member notices an error in their paycheck or requested time off they should first reach out to the RAA. If the RAA is not able to correct the issue you should have a conversation with the member and if needed, your union representative, to determine if there was a violation of the contract which would warrant filing a grievance. Always be mindful of deadlines, and when in doubt, file the grievance so that it does not become untimely. The deadline to file a grievance based on a wage issue is 30 days.

If a member's directly deposited Meijer paycheck was delayed and that caused them to incur overdraft or other fees, they may be able to reclaim the money lost to those fees. Affected members should first request a waiver from their bank. If their request is denied the member must then submit a reimbursement claim from Meijer at concur.meijer.com. The first assistant or HR partner can help with this process.

For more information on Workday, contact your union representative at 1.800.999.0951.

BARGAINING SURVEYS ARE A VITAL FIRST STEP IN THE CONTRACT NEGOTIATION PROCESS

CONTRACT BARGAINING SURVEYS AVAILABLE SOON!

HAVE A VOICE IN YOUR CONTRACT NEGOTIATIONS



negotiating their contract.

It is important that all members complete their bargaining survey. A large turnout sends a strong message to the company that members there are engaged in the process and care about what happens. On the other hand, a poor

Contract negotiations will begin soon for members at Rite Aid and Meijer. As the first step in the bargaining process, members at these employers are being asked to complete bargaining surveys.

The purpose of the bargaining survey is to gauge the priorities of the membership and to direct the bargaining committees during the process of contract negotiations. The surveys give each member a voice in

response may signal to the employer that the members are not concerned, and could weaken the union's leverage at the bargaining table.

"Bargaining is a great time for stewards to reach out to non-members and encourage them to sign up to be union members so that they can have a say in their wages and benefits," John Cakmakci, UFCW 951 president, said. "Additionally, having a high

membership percentage means more strength at the table. Employers know exactly how many of their workers are part of the union and how many are not, and they will use that information in formulating their contract proposals."

The surveys will be available electronically via the UFCW 951 website. Once the surveys are available, the union will send a link to the survey to members via text. If members do not have a phone that supports text messaging or do not have access to the internet, they may obtain a paper copy from the office when the survey becomes available.

For more information about the bargaining surveys or if you are interested in serving on the bargaining committee, contact your union representative.

STEWARD SPOTLIGHT: CHANELL WILCOXSON, A CHAMPION FOR WORKERS AT KNOUSE FOODS

In the nearly three years that Chanell Wilcoxson has been a steward at Knouse Foods she has proven herself as a steadfast advocate for the workers there.

During her time as a steward, Wilcoxson has helped guide her members through good times and bad, and is trusted by the membership at Knouse Foods. Wilcoxson helps welcome new members to the unit during orientation, and is always willing to answer questions and address concerns.

"The members at Knouse Foods, as well as myself, we all know that Chanell is amazing!" Jolie Storm-Artis, union representative for Knouse Foods, said. "Chanell is the head steward. She is great with signing members as one-offs and during orientation. She is passionate about the work that the union does. For example, she raised a lot of money for the Foundation during the annual bowling fundraiser. That money will go to helping members in need and providing scholarships."

During a recent layoff Chanell



No matter what obstacle is in your way, push forward. Staying positive and truthful is the best thing you can do. It's very important to take care of everyone that has an issue. I'm really proud of how the union makes people feel good about themselves. They do everything that can to make your work day better. It makes me proud to be a steward."

— Chanell Wilcoxson from Knouse Foods in Paw Paw, Michigan



worked diligently to ensure that members in her unit were granted their rights under the contract and she helped bring the unit together to get through a vary tough time.

Chanell also served on the bargaining committee for the new Knouse Foods contract, which was overwhelmingly ratified in July.

"Being on the bargaining committee let me see a whole different side to the union. There was a lot of conversation and back and forth. At times it was challenging trying to find level ground on certain issues that were

big to the workers but that corporate didn't think were as important," she said. "Our pension was the biggest thing to us. It was nice to see that the company and the union could work together and come up with something cohesive to make everybody happy."

Wilcoxson has led the steward team at Knouse Foods to achieve nearly 100% union membership at the plant. She is proud that the members at the plant know that they can come to her and the other stewards when they need help and trust their steward team to have their back in every situation.

NEW 2019 MEIJER WAGE SCHEDULES BECOME EFFECTIVE IN AUGUST

The 2019 Meijer wage schedules became effective on August 18, 2019. Stewards should be familiar 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 18 were those at starting rates that are not in the new wage schedule, and those who had 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 remained at their current wage rate and were placed at the corresponding step in the wage schedule. Their PRC (Pre-Scheduled Rate Change) hours were not 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.

All drivers were moved to the new wage rates on 8/18/19, as their wage increases are annual, not based on hours worked.

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