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# STEWARDS UPDATE

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## UFCW 951 Stewards Expected to Perform Many Duties

When Michigan became a right to work state in November 2012, everything changed for Michigan unions -- including the role of union stewards.

"The only good thing about right to work is that it's going to force unions to do a better job," John Cakmakci, UFCW 951's president, said. "We all have to up our game to meet the challenges of right to work."

Over the last year, UFCW has made many changes to put the union in a position to not only survive but thrive when the full impact of right to work hits in 2016. The union has made several cost cutting moves including closing its satellite offices and reducing the size of its Executive Board. The local's Members Only Program has also been expanded to include new cost saving benefits, and the job of union representative has changed dramatically.

"Union representatives have smaller assignments and are required to work Monday through Sunday, and first, second and third shifts just like the members they serve," Cakmakci said. "Staff will be working when members are working to make sure all members receive excellent service from their union, understand their contractual rights, and are fully aware of all of the programs offered by UFCW 951."

The local is relying on stewards to help make sure members are getting what they need from the local, which will mean they too may need to up their game.

### Expectations of UFCW 951 Stewards

- 1. Be a leader in your unit.** Be a role model. Keep members informed. Be someone who is knowledgeable, trustworthy and respected. Be someone who gets things done.
- 2. Build relationships with members and managers.** Get to know your members so you know who may be interested in a union program or event. Be of service to the members; help them get what they need. Develop a group of members you can count on to help you with union projects. Be able to work with management to get information and solve problems.
- 3. Be a communications link between your coworkers and the union.** Relay information from the union to members, and information from members to the union.
- 4. Educate members about their union, contract and benefits of membership.** Talk to members about these issues. Distribute union handbills and encourage members to read the union's communications and visit its website, Facebook, and Twitter pages.
- 5. Generate membership participation in UFCW 951 programs and events.** Get the members to participate in union events and programs.

"We have encouraged stewards who don't have the time or interest in taking a more active role in the union to step aside," Cakmakci said. "We

need stewards who are willing to do what it takes to meet the expectations the union has established for them."



**Thursday, April 3**  
Lansing  
UAW 652  
426 Clare St.

**Tuesday, April 8**  
Saginaw  
Pulaski Hall  
6525 Weiss St.

**Thursday, April 17**  
Schoolcraft  
Plumbers & Pipe Fitters  
11847 Shaver Rd.

UFCW 951's Spring Parties will feature food, raffles, children's activities and photos with the Easter Bunny! Parties are from 5-8 p.m., and tickets for this event are \$2. Stewards with parties in their areas are encouraged to assist with ticket sales and other party promotions, and to volunteer at the party.

See your union representative for details.

Help Spread the Word

## UFCW 951 Launches New Website

Stewards should promote UFCW 951's new user friendly website that provides members with up-to-date information regarding all aspects of union membership.

The website connects members directly to their union with one click on their computer, tablet or smartphone.

The updated site features an extensive Frequently Asked Questions section and a Find Your Representative search function to help get information to members efficiently. Visit the new website at [www.ufcw951.org](http://www.ufcw951.org).



Scan here with your smartphone or tablet to view the new website!

**YOU HAVE A VOICE!**  
Union membership means you'll be in a position to get better wages, benefits, working conditions and job security. [LEARN MORE](#)

**Need a Union?** **Union Value** **Unions 101**

**SCHOLARSHIPS**  
The labor movement is about more than paychecks and benefits. It is about workers coming together to build better lives for themselves and their families. That is why each year UFCW 951 awards scholarships to members and their dependents.

**FIND YOUR REPRESENTATIVE**  
Your UFCW 951 representative is here to help you get the most out of your union membership. Your union rep can help with contract questions, grievance procedures, workplace issues, information about union events and programs and more.

**TAX PREP DISCOUNT**  
UFCW 951 strives to provide even more value to your membership with member only discounts on tax preparation services and free answers to tax filing questions.

# Steward Spotlight: Lory Weishuhn, Meijer #185

Stewards are an essential part of the success of UFCW 951. Lory Weishuhn is a steward who not only fulfills her duties as a steward, but exceeds expectations. She was nominated for the Steward Spotlight by her 2013 union representative, Darius Goebel. She has worked at Meijer for eight years, and this is her fifth year as a steward.

"Lory is dedicated to our members," Goebel said. "She is very active in the

store, everyone knows her and everyone knows she is always available to help with their issues."

## Lory sets the bar for what makes a great steward.

Goebel believes Weishuhn is an excellent communicator who has a good relationship with members and managers, but who also has the ability

to stand up for employees when necessary.

"Lory has come in on her day off or after hours to sit in on meetings for members and to make sure her paperwork is completed in a timely manner," Goebel said. "To her, the job doesn't end as soon as she punches out. Members always come first."



### Lory Weishuhn, Meijer #185

"It's an honor to be recognized. Stewards are the front line of the union, and it's our responsibility to show the value of being in a union," Weishuhn said. "A good steward knows the contract and policies, respects both sides of the fence, has a commitment to members and always, always follows through with what they tell a member they're going to do."

## Take Advantage of the Members Only Tax Program

Free  
TAX HELP  
AVAILABLE

Email | [951tax@kcktcpa.com](mailto:951tax@kcktcpa.com)  
Phone | 1-855-951-1040

Stewards should encourage members to utilize the new **Members Only Tax Preparation Program**. Members completing their own taxes can receive answers to their tax filing questions from tax professionals at Kushner, Kippelman & Taub.

Even if members are using a web application or software such as Turbo Tax or Tax Cut, they can contact certified public accountants for free tax filing advice. Tax professionals will be available through April 15, 2014.

## College Scholarships

The UFCW 951 Foundation will award \$40,000 in college tuition and textbook scholarships for the 2014-2015 academic year. Applications can be found at [www.ufcw951.org](http://www.ufcw951.org), and from union representatives. Be sure to remind members that **the application deadline is March 28, 2014.**



## Child Care Scholarships

The UFCW Local 951 Foundation will award 12 child care scholarships of \$750 to members in 2014 to help ease the financial strain of child care expenses. Three scholarships will be awarded in March, June, September and October. Stewards should make sure working parents know about this unique program. Eligibility requirements and an application can be found at [www.ufcw951.org](http://www.ufcw951.org).



# Stewards Make First Holiday Party a Success

In December, UFCW 951 hosted its first holiday party in Saginaw. With the help and hard work of its stewards, the party was a huge success. Despite blizzard conditions, more than 190 members and their families attended the event, 60 people more than originally anticipated.

Members enjoyed dinner, three children's crafts, a game, raffle prizes and photos with Santa for the low cost of \$2 per person – all of which was donated to the UFCW Local 951 Foundation.

"This was our most successful holiday party to date, and when I asked the union representatives for the secret to their success, they said their union stewards," John Cakmakci, UFCW 951's president, said. "The staff didn't sell one ticket; it was all the union stewards. When I heard this, I was thrilled. This is exactly the type of involvement we need from stewards to make our programs and events successful."

## In Their Own Words: Stewards Share the Secret to their Success

"This was the first holiday party in Saginaw, and I told members that if they want events to continue to come here, we have to show up! I volunteered at this year's event, and I think if a steward can volunteer or attend the event, it shows members that the stewards are supporting the union along with them. We are there for a lot of the bad, but events are great opportunities to show members we can be there for the good as well." – **Jeff Schulz, Kroger #738**

"At Meijer 43, all of the stewards worked together to make sure we talked to members during every shift. If one steward was having difficulty, we would try and team up to help spread the word to co-workers that would be interested in going." – **Pam Jackson, Meijer #43**

"When I talk to members about our events, I highlight how much fun the kids or grand kids will have. When it comes down to it, people will do anything for their kids. I think the discounted price and the close locations or convenience of travel motivates members to bring their kids out. I am always trying to help them get the most out of their membership." – **Rick Roenicke, Meijer #42**

"I let members know that all of the money goes to the UFCW 951 Foundation, and I told them about the scholarship programs and how we help families that are having a hard time. We see members daily and we can take the time to answer their questions about events, which is why it was pretty easy to sell tickets. You just have to talk with them." – **Sandra Davis, Meijer #43**

**Thank you to all of the dedicated stewards who sold holiday party tickets and/or volunteered at the holiday parties – we couldn't have done it without you!**

## From the President: What Stewards Can Expect from their Union

From the February training sessions and the front page article, stewards should know what UFCW 951 expects from them.

While we expect a great deal from you, stewards can expect the following actions from your union to make it easier for you to meet these expectations.



**John Cakmakci**  
President

**Greater support from your union representative.** Your union representative's assignment has been reduced to a very manageable number of units. This means you should see him or her more, regardless of what shift you work. Additionally, union representatives will have more time to work with you and provide you with additional training. Union representatives are already required to return all telephone calls from members within 24 hours; that includes your calls!

**Improved grievance follow up.** Stewards shouldn't be in the dark when it comes to the status of grievances they filed. Union Representatives have been instructed to invite you to all Step 2 grievance meetings and inform you of all settlements or discontinuances.

**Greater training.** UFCW 951 asks stewards to perform a variety of duties -- some of which may come more naturally to you than others. To help you become more effective in all aspects of being a steward, the local is increasing its steward training. You will receive the *Steward Update* more frequently and have the opportunity to attend additional formal training sessions. Union representatives will also be holding informal trainings for small groups of stewards.

If you have any questions about what you can expect from us, or feel your union is not meeting these expectations, please contact me at 1.800.999.0951 ext. 174.