

Quarterly Membership Meeting

Wednesday, April 20, 2022, 7 p.m.

Dial in Number: (571) 317-3122

Access Code: 734 048 237

Introduction

Good evening. This is UFCW 951 President John Cakmakci. Welcome to the second quarterly membership meeting of 2022.

During this call, we ask that you self-mute yourself by using *6 and *6 again to un-mute yourself.

At the end of the business, there will be a Q and A session.

To ask a question during the Q and A, press *6 and this will put you in the Q and A queue.

The Executive Board of UFCW Local 951 met and reviewed the unions grievance appeals, the finances and operation of Local 951.

Finance

a) The Finance Committee of the Executive Board reviewed and approved:

- The monthly expense reports of officers and staff; the American Express bills and Visa bills for the months of December 2021 through February 2022.

b) The financial audit for 2021 is being completed remotely.

c) The Finance Department has filed the 2021 LM2.

- d) The business office is working on renovations for the new 60th street office building.

Politics

a) American Rescue Plan (ARP) COVID-19 Funds

- We continue to lobby the legislative and executive branches of our state government in our effort to convince them that UFCW 95I members deserve essential worker pay from the ARP funds that the state received from the federal government. We are asking for a portion of the \$6.9 billion that the state received from the federal government. We hope to have some results before summer 2022.

b) State Funds for upgrades and expansion of Michigan Businesses using robotic technology

- We're happy to announce that the state of Michigan through the Michigan Economic Development Corporation (MEDC) has worked with Meijer, Inc. to solidify grant money of a confidential amount that will be used to build a WITRON robotic fulfillment center in Newport, MI on the DC 88 complex. Local 95I and Meijer have jointly been lobbying the governor for this consideration for the past 12 months. This will allow Meijer to fulfill shipments for future store(s) in Michigan that Local 95I will represent.

c) Minimum Wage increase in 2022

- The minimum wage was increased on January 1, 2022 and went from \$9.65 to \$9.87/hour. The

next scheduled increase will be on January 1, 2023 to \$10.10/hour. The schedule set by the 2018 legislature is now scheduled to reach \$12.05 on January 1, 2031.

d) Federal Legislation

- **Build Back Better** – This bill would put at least \$2.2 trillion into additional programs including childcare credits, free community college and student loan forgiveness to name a few. The original bill has been adjusted numerous times in attempts to appease Senator Joe Manchin (D) – West Virginia and it is expected that in 2022 there will be continued negotiations on this bill in the Senate to get this passed in some version prior to June 2022.
- **H.R. 1 – The For the People Act** is the most significant voting rights and democracy reform in more than half a century is still being debated in the Senate and is expected to have a tough time getting to a vote.
- **The Protecting the Right to Organize (PRO) Act** – the strongest pro-labor bill introduced in decades in the US Congress has passed the US House and is awaiting action in the US Senate which has been delayed until 2022 and is expected to be less receptive to moderates and conservatives and have a tough time getting to a vote.

e) UFCW International ABC Sign Up contest

- From May 2021 through December 2021, every UFCW local was encouraged to increase ABC contributions in a nationwide contest. Local 951

was the top local in Region 4 with the most sign ups during the eight-month program and our union is the top ABC local in the region and top five in the nation.

f) Candidate Endorsements

- Local 951 is recommending the following candidates for election this Fall:
 - Governor – Gretchen Whitmer (i)
 - Lt. Governor – Garlin Gilchrist (i)
 - Attorney General – Dana Nessel (i)
 - Secretary of State – Jocelyn Benson (i)
 - MI State Supreme Court – Richard Bernstein (i)
 - State Board of Education – Pamela Pugh (i)
 - University of Michigan Regent – Mike Behm (i) and Kathy White (i)
 - Michigan State University Trustee – Renee Knake Jefferson (i) and Dennis Denno
 - Wayne State University Governor – Marilyn Kelly (i)
 - MI State Senate (all districts listed reflect the newly drawn maps and do not reflect current districts in most cases)
 - District 1 – Erika Geiss (i)
 - District 2 – Sylvia Santana (i)
 - District 3 – Stephanie Chang (i)
 - District 4 – Darrin Camilleri (current state representative and MEA member)
 - District 5 – Dayna Polehanki (i)
 - District 7 – Jeremy Moss (i)
 - District 8 – Mallory McMorro (i)

- District 9 – Padma Kuppa (current state representative)
- District 10 – Paul Wojno (i)
- District 12 – Kevin Hertel (current state representative)
- District 13 – Rosemary Bayer (i)
- District 15 – Jeff Irwin (i)
- District 19 – Sean McCann (i)
- District 21 – Sarah Anthony (current state representative)
- District 27 – John Cherry, Jr. (current state representative & former UFCW 951 member)
- District 28 – Sam Singh (former state representative & East Lansing mayor)
- District 29 – Winnie Brinks (i)
- District 30 – David LaGrand (former state representative)
- District 32 – Terry Sabo (current state representative and retired union member)
- District 35 – Kristen McDonald Rivet
- District 38 – Ed McBroom (i)
(Republican and RTW opposed union supporter)
- MI State House (The state house campaign has not finalized a list due to candidate filing deadlines open until April 19th. Endorsed candidates on this list are people whom Local 951 has a relationship with at this time and more endorsements will be requested in July.
 - District 10 – Joe Tate (i)

- District 14 – Donovan McKinney (SEIU member)
- District 18 – Laurie Pohutsky (i)
- District 19 – Samantha Steckloff (i)
- District 21 – Kelly Breen (i)
- District 22 – Matt Koleszar (i)
- District 23 – Jason Morgan
- District 28 – Robert Kull
- District 29 – Alex Garza (i)
- District 41 – Julie Rogers (i)
- District 44 – Jim Haadsma (i) (a lawyer for Local 951 workers compensation firm)
- District 70 – Cynthia Neeley (i)
- District 73 – Julie Brixie (i)
- District 74 – Kara Hope (former 951 member)
- District 87 – Will Snyder (former 951 union steward)
- Judicial Endorsements
 - Wayne County Circuit Court: Mark Slavens – 3rd Circuit
- Local Endorsements
 - Ingham County: Commissioner Seat 7 – Thomas Morgan (i)
- Due to the delayed redistricting maps and certification from the citizens commission, Local 951 is delaying endorsements of other candidates until final certification of the representation district maps by the commission.

g) Organizing Update

- Local 951, MI Workforce Development and Cultivatd, LLC aka Northwood Cannabis have signed a Memorandum of Understanding that is creating a cannabis employee apprenticeship in Jackson, MI that will be used to train and certify current and future cannabis employees for their roles in the industry. The program will be similar to programs in California and New Jersey that use state dollars to train employees and allows UFCW to be familiar to workers in the industry.
- Local 951 and Cultivatd, LLC – aka Northwood Cannabis is still awaiting confirmation of their licenses to grow, produce and retail sale cannabis in Jackson and we expect final results before end of June.
- Authentic 231/Heritage Farms – has signed an LPA with Local 951 for all of their current and future retail operations in our jurisdiction. They will open in Bedford Charter Twp. near Battle Creek in April and May with future shops in Norton Shores, Kalamazoo, Greenville and Lansing. They expect to have a production facility in Kalamazoo at their retail site, and they are considering future stores throughout Michigan.
- Local 951 is considering all possible opportunities for future cannabis operators in our jurisdiction and we will update you as we can.

Contract Administration

- a) Grievances
 - The Local currently has 178 pending grievances. So far in 2022, 267 grievances had been settled, discontinued, or withdrawn.

b) Pending Arbitrations

- M582: Derrick Hills – violation of company policy, parties are waiting for Arbitrators decision.
- JBS: David Mitchell – Did not receive double time for working the holiday.
- JBS: David Hegler – Did not receive double time for working the holiday.
- JBS: Steve Stoneburner – Did not receive double time for working the holiday.
- M43: Tricia Burkhart – Improper discipline.

c) Settled Arbitrations

- None

Collective Bargaining

a) Meijer

- Local 951 negotiated a Letter of Understanding for Meijer Pathway for becoming a driver.
- Local 951 negotiated a Letter of Understanding for an Attendance Bonus for all Distribution Centers for the week of the Super Bowl.
- Local 951 negotiated a Letter of Understanding for early wage increases/bonuses for Auditors and Warehouse clerks for all Distribution Centers.
- Local 951 negotiated a Letter of Understanding for the West Branch store orientation process.
- UFCW Locals met in March to begin bargaining the 2023 Universal Benefit Agreement (UBA) benefits Letter of Understanding.

- Guest Convenience Pilot for Eastern regional stores continues and now includes Central and West regional stores.
- Local 951 has held several ongoing meetings with Meijer regarding wage increases.
- Local 951 & Meijer held meetings regarding the COVID-19 mask policy at Meijer.
- Local 951 & Meijer met regarding the traditional grocery stores opening in the Detroit area.
- Local 951 verified that 13, seven-year courtesy team members were reclassified to the Tier 3 rate.
- Local 951 & Meijer agreed on the amount of MTeam points for all Meijer employees.

b) Kroger

- Local 951 is meeting in April to meet their new HR Director for the Michigan Division.

c) Knouse Foods

- Results of bargaining surveys have been tallied by the local. Bargaining will begin later this month.

d) Harding's

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e) JBS

- Local 951 negotiated Letters of Understanding regarding wage increase and part-time workers in the grind position.

Communications, Membership Services and Education

a) Publications

- During the fourth quarter of 2021, the department continued work on UFCW 951's regular publications – *The Bulletin*, *The Voice of 951*, and *The Steward Update*. Handbills and postings were developed to publicize membership contests and events.
- The communications department created materials for the Detroit Tigers game, the UFCW 951 March Madness contest and the Michigan's Adventure event.

b) Video/Social Media/Texting

- During the fourth quarter of 2021, the department regularly used the local's social and electronic media to further communicate important information to the membership. Our Facebook likes have increased to 3,704, our Twitter followers increased to a total of 696 and we have increased our Instagram followers as well, to 918.
- The department sent a variety of different text messages to members during the quarter, pertaining to the Detroit Pistons event, attendance bonuses at Meijer DC's, information about trauma help in the Oxford area, information about becoming a steward and the steward conferences.

c) Education

- The communications department completed final presentation materials and coordinated the logistics and staffing for this year's in-person steward conferences. Four of the five conferences have already taken place with the final conference in Gaylord on April 21. Members of the department attend each conference to set up, facilitate and

conclude the event. Stewards were happy to return to in-person conferences this year.

d) Member Services/Events

- UFCW 951 Foundation
 - The communications department coordinated the awarding of the first quarter child care, educational and family enrichment scholarships along with housing, medical, transportation and utility reimbursement scholarships. The department will be doubling the number of transportation reimbursement scholarships awarded each quarter, beginning with the second quarter awards, in an effort to help members with the rising cost of gas.
 - The local will return to in-person Foundation Fundraisers beginning May 1, 2022.
- Membership Matters Give-a-Way
 - The communications department awarded Membership Matters Give-a-Way prizes for January, February and March. Thus far, 1,588 members have entered the 2022 giveaway. Members seem excited about the return to in-person events now that COVID-19 statistics are on the decline.
- Detroit Pistons Member Event
 - Members attended the Pistons game on March 23, which sold out ahead of the deadline to order tickets. The exciting game resulted in a win for the Pistons and members were happy about the extras that came with their tickets, which included food, a logo item and post-game shot on the court.
- Upcoming Events

- Members have already begun to purchase tickets for the annual Detroit Tigers game and UFCW 951 day at Michigan's Adventure.
- Previous Events
 - Winners were selected for the annual Big Buck Contest at the end of January. Winners were selected for the Ice Fishing Contest at the beginning of April. Winners were named in the annual March Madness Bracket Tournament in the beginning of April, where 41 members and retirees submitted bracket entries.
 - The winners:
 - 1st Place: Kevin Magness from Meijer #50
 - 2nd Place: Dan Barry from Meijer #316
 - 3rd Place: Raymond Rumsey from Meijer #511
- Free Community College
 - There are 62 members (or their eligible dependents) currently enrolled in the UFCW 951 Free Community College program.
 - We are being told that Franklin University has temporarily stopped accepting new students due to capacity limits and a high demand for their programs. Their advisors are guiding members who try to apply there to one of the other free college options:
 - Bachelor's Degree at Paul Quinn College and Central State University
 - Associate Degree at Eastern Gateway Community College.
 - We plan to update our Free College information to include "Acceptance is subject to the capacity

limits of each institution and is on a first come, first serve basis.”

- Community Service
 - During the first quarter of 2022, 38 members contacted the community services program for assistance. All of them were able to receive some type of assistance. There were \$1,150 in Foundation Reimbursements awarded in the first quarter to members who had contacted the community services program.

e) Social Media

- Be sure to “Like” the UFCW 951 Facebook page and to follow us on Twitter, Instagram and YouTube using the handle, @UFCW951, to stay up to date with the latest union news, photos, and events.

Conclusion

- This concludes the business portion of the meeting; I’d now like to open the floor to your questions and comments.

*To ask a question, press *6, this will put you in the queue to ask a question.*