

# **Quarterly Membership Meeting**

## **Tuesday, January 18, 2022, 7 p.m.**

Dial in Number: (872) 240-3412

Access Code: 187 392 373

### **Introduction**

Good evening and Happy New Year! This is UFCW 951 Vice President and Director of Legislative and Community Affairs, Todd Regis. Welcome to the first 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 September 2021 through November 2021.

b) The Finance Department has prepared the 2022 budget.

- c) The business office is working with the buyer of the Grand Rapids building to accomplish inspections and repairs.
- d) The business office is working on renovations for the new office building.
- e) The business office is moving to a temporary office for the next 12 months.

## **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 951 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 had a recent meeting with the Governor, her key cabinet and staff, and legislative leadership as we join efforts with Meijer, Spartan/Nash, and the Michigan Food Bank Council, to have general fund and appropriation dollars designated to a fund to assist with Michigan based companies that want to utilize robotic technology to upgrade their current systems or expand their presence in Michigan. This would allow Meijer to receive funds to help build

another robotic warehouse in Newport as well as to expand fulfillment centers in the state.

- Currently there are no appropriations or laws that allow for Michigan based companies to receive assistance that is equal to the tax deals from Michigan economic development corporation that are offered to Amazon, Kroger, Target and other retail and distribution centers being built in the state, solely because their headquarters are not in the state of Michigan.

#### c) Minimum Wage increase in 2022

- The minimum wage was increased on January 1, 2022, after a one-year delay due to the unemployment index being over 8.5% on January 1, 2021. The wage went from \$9.65 to \$9.87 an hour. The next scheduled increase will be on January 1, 2023, to \$10.10 an hour. The schedule set by the 2018 legislature is now scheduled to reach \$12.05 on January 1, 2031, which was their attempt to slow the rate that was going to a referendum vote to reach \$15.00 by January 2025. Expect this to be an issue in upcoming elections.

#### 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

- Beginning in May and continuing through December, every UFCW local is being encouraged to increase ABC contributions in a nationwide contest. The monthly contest tracks ABC contributions by local. Local 951 has submitted 387 new/increased ABC contributions in the month of September, 582 in October and 573 in November. Local 951 has the most submissions and is currently the top Local in Region 4 for total amount raised.

f) Candidate Endorsements

- Local 951 is recommending the following candidates for election this Fall:
  - Attorney General – Dana Nessel
  - Secretary of State – Jocelyn Benson

- Due to the delayed redistricting maps and certification from the citizens commission, Local 951 is delaying endorsements of US House of Representatives, Michigan Senate and Michigan House members until final certification of the representation district maps by the commission. (The maps were revealed just a few weeks prior to this meeting, but are being sued in the courts for being unfair)

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 have signed a Labor Peace Agreement and Neutrality/Card Check Letter of Understanding that will allow Local 951 to represent all workers at their facilities in our jurisdiction. In January 2022, we expect that they will be granted a license for grow and retail facilities in Jackson, MI. They project the grow operation to start with 35-50 employees and reach about 100 when fully operational. The retail side is expected to have 20-25 employees. They hope to be approved for operational growing in Spring 2022 and to have retail facility

open by late 2022. They are also looking at future sites throughout Local 951's jurisdiction along Interstate 94 and Interstate 69 for retail operations.

## **Contract Administration**

- a) Grievances
  - The Local currently has 151 pending grievances. At the end of 2021, 1,636 grievances had been settled, discontinued, or withdrawn.
  
- b) Pending Arbitrations
  - M582: Derrick Hills – violation of company policy, scheduled for Jan. 18, 2022

## **Collective Bargaining**

- a) Meijer
  - Local 951 negotiated a Letter of Understanding for Activity Base Pay for DF85 in Lansing.
  - Local 951 engaged in talks regarding an autonomous switcher in Lansing Outbound Logistics.
  - Local 951 negotiated an updated Letter of Understanding for DF85 Retention Bonus.
  - Local 951 negotiated a Letter of Understanding for Curbside Pay for Performance Pilot in four stores.
  - Local 951 negotiated a Letter of Understanding for an Extension of Seasonal Premiums at M257, M251 and M271, these premiums will expire in January 2022.
  - UFCW Locals have picked dates for bargaining the 2023 Meijer Universal Benefits Agreement benefits Letter of Understanding.

- Settlement on 3<sup>rd</sup> shift premium for Pricing team has been reached and members received \$12,000 in backpay.
- The Guest Convenience Pilot for Eastern regional stores continue.
- The Canteen Services Deli Pilot continues in four Meijer stores.

b) Kroger

- Contracts have been proofed, signed, and distributed to members.

c) Rite Aid

- Talks have begun on a new management structure at Rite Aid stores.
- Local 951 negotiated a Letter of Understanding for wages and increases for all members and a Pharmacy Tech bonus.

d) Polly's

- Contract was overwhelmingly ratified.

e) Harding's

- A new Letter of Understanding had been bargained for Benefit rates at the Heartland Fund.

## **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 Big Buck contest, the UFCW 95I Ice Fishing Tournament and the Detroit Pistons game.

#### 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 3,700, our Twitter followers increased to a total of 678 and we have increased our Instagram followers as well, to 895.
- The department sent a variety of different text messages to members during the quarter, pertaining to our Holiday Giveaway, contract information, health benefits and new member information.

#### c) Education

- The communications department is actively working on invitations and presentation materials for the return of our in-person steward conferences taking place across the state in March/April. Stewards will receive more information in the coming weeks.

#### d) Member Services/Events

- UFCW 95I Foundation
  - The eighth annual UFCW 95I Foundation Bowl-a-thon events surpassed the fundraising goal of \$70,000, raising a record-high amount of over \$83,000 for the Foundation.
  - The communications department coordinated the awarding of the fourth quarter child care,



educational and family enrichment scholarships along with housing, medical, transportation and utility reimbursement scholarships.

- Membership Matters Give-a-Way
  - The communications department awarded Membership Matters Give-a-Way prizes for October, November and December. December's \$5,000 dream vacation was awarded to a long-time member from Meijer in early January. The local had over 8,875 members enter the giveaway in 2021.
- Holiday Giveaway
  - The communications department planned the 2021 Holiday Giveaway with a total of 60 winners awarded throughout the state. A Hustle text was sent allowing members to register for the giveaway online, and union representative handed out forms in the units as well. A total of \$12,000 in VISA gift cards were given away to random UFCW 951 members from November 16 through the end of December.
- Big Buck
  - Our annual Big Buck tournament contest submissions continues to come in. Winners will be selected in early 2022.
- Story Contest
  - During the last quarter we asked members to enter the UFCW 951 Story Contest, a way of members telling us about their experience during the pandemic, and how the union helped them get through the last year and a half. A panel of judges reviewed the submissions and awarded \$500 to the member

who won first place, \$200 for second place and \$100 for third place.

- Community College
  - There are 62 members (or their eligible dependents) currently enrolled in the UFCW 951 Free Community College program.
- Community Service
  - During the fourth quarter of 2021, 23 members contacted the community services program for assistance. All of them were able to receive some type of assistance.

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.*