

# **Quarterly Membership Meeting**

## **Wednesday, October 20, 2021, 6:30 p.m.**

Dial in Number: (872) 240-3412

Access Code: 988 703 013

### **Introduction**

Good evening, this is UFCW 951 President John Cakmakci. Welcome to the fourth and final quarterly membership meeting of 2021.

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 June 2021 through August 2021.

b) The Finance Department is working on the audit for the UFCW Local 951 Foundation.

- c) The business office is working on a database conversion back to LUMM.

## Politics

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

- Our lobbyist Todd Tennis has been leading the effort to convince the executive and legislative branches that UFCW 951 members deserve essential workers pay from the ARP funds that are designated to Michigan by the federal government. We are asking for a portion of the \$6.9 billion that the state received from the federal government.
- We have met with many of the key republican senators and discussed this opportunity to recognize essential workers in grocery, retail, distribution, and transportation and have support from a handful of them. The state AFL-CIO and other unions are asking for HERO pay for a broader group of workers in Michigan.

b) Federal Legislation

- Since our last meeting:
  - **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 Senate.
  - **The Protecting the Right to Organize (PRO) Act – the strongest pro labor bill introduced in decades in the US Congress** has passed in the US House and is awaiting action in the US Senate which is expected later this year.

### c) Candidate Endorsements

- Local 951 is recommending the following candidates for election this Fall:
  - Mayoral Races
    - Mike Duggan – Detroit
    - Daniel Mahoney – Jackson
    - Andy Schor – Lansing
    - Tim Greimel – Pontiac
    - Abdullah Hammoud – Dearborn
    - Emily Bridson – Kentwood
    - Bill Wild – Westland
    - Roslyn Grafstein – Madison Heights

### d) Candidate Endorsements

- Local 951 and UFCW International have been working with owners of cannabis operators Northwood LLC who has established the first union contract shop in Ironwood and are working on a retail operation in Marquette and are now represented by UFCW 1473 – Wisconsin. Workers in the contract receive benefits, paid time off and wage increases with starting wages of at least \$16.50.
- The owners are interested in opening grow and retail operations in Southwest Michigan and are currently looking into expand to Jackson and many other communities with the help of Local 951 so that we can represent the workers in the entire operation.

## **Contract Administration**

- a) Grievances
  - The Local currently has 189 pending grievances. So far this year 1,293 grievances have been settled, discontinued, or withdrawn.
  
- b) Pending Arbitrations
  - M582: Derric Hills – violation of company policy
  - M971: Lansing Facilities Maintenance – Improper job award

## **Collective Bargaining**

- a) Meijer
  - Local 951 negotiated a Letter of Understanding for Newport DC wage scale increases.
  - Local 951 negotiated a Letter of Understanding for Newport Activity Base Pay for 882 and 883.
  - Local 951 negotiated a Letter of Understanding for an Outbound Logistics DF 85 fulltime internal job postings.
  - Local 951 negotiated a LOU for DF 85 Retention bonus.
  - Local 951 negotiated a LOU for Lansing Complex Extra Day 8-hour language.
  - Local 951 negotiated a LOU for the Extension of Driver Retention bonus.
  - Local 951 negotiated a LOU for an Extension of Seasonal Premiums at M257, M251 and M271.
  
- b) Kroger
  - Contracts have been proofed, signed and printing will begin shortly.

c) Rite Aid

- Talks have begun on a new management structure at Rite Aid stores.

d) Polly's

- Dates in October have been picked for bargaining the new Contract which expires in November of 2021.

e) Harding's

- A new Letter of Understanding had been bargained for benefits transitioning to the Heartland Fund.
- Parties have agreed to an appreciation bonus of \$2 per hour through December 2021.

f) Twin Oaks Nursing Home

- The facility has been closed

## **Communications, Membership Services and Education**

a) Publications

- During the third 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.

b) Video/Social Media/Texting

- During the third 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 665 and we have increased our Instagram followers as well, to 881.

- The department sent a variety of different text messages to members during the quarter, pertaining to contract information, steward interest, wellness screenings, member events and new member information.

#### c) Education

- The department put together a series of five educational training videos for stewards to watch during October 9-13 for the online virtual steward conference. Stewards were then asked to take a short assessment based on what they watched. The local plans to hold the 2022 steward conference in person.

#### d) Member Services/Events

- UFCW 951 Foundation Bowl-a-thon Fundraiser
  - The UFCW 951 Foundation Bowl-a-thon has begun and will take place through mid-October with the goal of raising \$70,000.
- Membership Matters Give-a-Way
  - The department developed for the 2022 Membership Matters Giveaway. The Membership Matters Giveaway continues to be a great success. Winners of the July, August and September prizes were awarded during the quarter. Once again, over \$20,000 in prizes will be awarded to members throughout the year including gift cards, electronics, prize packages and a \$5,000 dream vacation package.

- Future Events
  - The department is starting to plan the Local's 2022 event schedule with a return to hosting in-person, large events. Preparations have begun for events with the Detroit Pistons, Detroit Tigers and Michigan's Adventure. For the first time, the department asked the membership to submit their event ideas for 2022. If a member's suggestion is selected, that member will participate for free.
- 70<sup>th</sup> Anniversary
  - The Local continues to celebrate 70 years of service to the membership. We wrapped up our 70<sup>th</sup> anniversary giveaway where, as a thank you to members, a total of 70 members were awarded \$70 each along with a special edition t-shirt.
- Big Buck
  - The department created handbills/postings and online content to promote the Big Buck Contest.
- 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 is set to review the entries with the first-place winner receiving \$500 for their story.
- Community College
  - There are 62 members (or their eligible dependents) currently enrolled in the UFCW 951 Free Community College program.

- C.A.R.E.S. Grant
  - The C.A.R.E.S. Grant program concluded on August 31. Overall, we were able to assist a total of 1,203 members during the pandemic. Through the program, the Local provided members impacted by the pandemic with \$250 checks.
- Community Service
  - During the third quarter of 2021, 5 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.*