

UFCW 951 BULLETIN

Issue 49 2.03.2016

United Food and Commercial Workers Union 951

The *UFCW 951 Bulletin* is a regular publication of UFCW 951 designed to give members a quick update of union news and events. It is distributed at the workplace by union representatives and is available online at www.ufcw951.org. To receive email copies of the *Bulletin* during the first week of publication, call the UFCW 951 Communications Department at 1.800.999.0951.

Pilot Programs Being Tested as Union Prepares for 2016 Meijer Contract Negotiations

Through their contract bargaining surveys and conversations with union staff, UFCW 951 members working at Meijer have identified several areas where they want the union to negotiate contract language changes in their next contract. In preparation for these negotiations, the union and Meijer have agreed to test a variety of pilot programs to address members' concerns. A summary of the current pilot programs follows. For more information, contact your union representative.

- **Advanced Scheduling:** To address members' desire for a more predictable work schedule, beginning February 12, schedules will be posted for two weeks.
- **Limited "Greyed Out" Vacation Weeks:** Members disliked Meijer's practice of "blackening" or "greying out" weeks on the vacation schedule to indicate no vacations would be granted during that time. To test an alternative practice, UFCW 951 secured agreement that the 2016 vacation schedules would be posted with no more than six weeks "greyed" out, indicating vacations would be limited during those weeks.

- **Posting More Full-Time Jobs:** Many members want the benefits and security of a full-time job. To achieve this goal, in certain markets, more full-time jobs have been posted and schedules written where full-time shifts are primary and part-time shifts used to cover gaps and peak business times. These schedules are also being written to give full-time workers two consecutive days off.

- **Modifying the Points System:** Members overwhelmingly believe the current disciplinary point system is unfair. UFCW 951 and Meijer will be working on changes to make the system more reasonable.

"As we get closer to the start of negotiations, we expect other pilot programs to be tested," John Cakmakci, UFCW 951 president, said. "Our goal is to develop new contract language that will result in a win-win-win for the members, the union and Meijer."

(Over)

Be Sure to Submit Your 2016 Vacation Requests

Most UFCW 951 contracts contain a procedure for securing guaranteed vacation time during the year. Be sure to complete your vacation requests by the deadline as specified in your union contract.

Meijer members: There are no “blacked out” vacation weeks on the calendar. However, there are six “greyed out” weeks where a limited number of vacations will be granted.

If you have any questions on how to request a vacation, or believe your vacation request has been improperly denied, contact your union representative at 1.800.999.0951.

College Scholarship Deadlines Approaching

• The UFCW 951 Foundation College Scholarship

Nineteen \$2,000 scholarships and five \$400 textbook scholarships will be awarded in 2016. For applications or more information, visit www.ufcw951.org or contact your union representative at 1.800.999.0951. *Applications are due by Friday, March 25, 2016.*

• The UFCW International Scholarship Program

In 2016, the UFCW International will award several scholarships of up to \$8,000 nationwide to members and their unmarried dependents. For more information or to apply, visit www.ufcwcharityfoundation.org/scholarship. *Applications are due by Saturday, April 25, 2016.*

UFCW 951 Members Can Save on Aflac Policies

 In 2016, members will once again have the opportunity to purchase two popular Aflac insurance plans at significant discounts. Savings of 25% to 50% on Individual Accident and Critical Illness Coverage have been negotiated for members. As an added value, Critical Illness policies are guaranteed issue, meaning coverage can't be denied for pre-existing conditions.

For complete information or to enroll for coverage, go to www.ufcw951.org and click on the “Aflac Duck.” Members without internet access can call Jeremy at 608.224.9863.

The 2016 enrollment schedule is as follows: **February 10 - 16:** Fry Krisp, Knouse Foods, Pearson Foods, Polly's and Valley City Linen; **February 17 - 24:** JBS; **February 25 - March 19:** Meijer.

Members working at other employers have access to Aflac at their workplace and are ineligible for this program.

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John Cakmakci, President
Dave Way, Secretary-Treasurer
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