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STEWARD UPDATE

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From the President: For Stewards Working at Meijer, It's Showtime

For the past three years, the local has been stressing the importance of internal organizing, team building and membership outreach among stewards. Much of our steward



John Cakmakci
President

training has revolved around these topics. Programs such as Active Ballot Club and UFCW 951 Foundation sign up, and new member greeting and orientation have allowed stewards to practice and fine tune their skills in these critical areas.

All of this work has been done to prepare for two major events: the vote on a new contract and the subsequent change in status from a closed union shop to an open shop under right-to-work for less. For stewards working at Meijer, these two events are likely to take place in the next few weeks.

The central region retail and distribution center contracts expire August 16, along with the retail facilities maintenance contract. We fully expect to vote these contracts, along with the Universal Benefits Agreement (UBA), in mid-August. It is possible that we will vote the west and central retail and distribution center contracts at the same time. While these agreements do not expire

until February and April of 2017 respectively, we would vote on them early if doing so would put more money in members' paychecks. Given this scenario, all stewards at Meijer will be responsible for voter turnout for at least the UBA, those in the central region, and possibly all regions, for their contract vote as well. As I write this, contract negotiations

agreed to be a driver for the day, I want to thank you in advance. Should your contract pass, your unit becomes an open shop on its effective date. This means new employees are not automatically in the union, and we must sign up every new worker as a UFCW 951 member. Most of this sign up will take place at new hire orientations led by union

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are going well, but that can all change in an instant. That is why we must wait for the company's final offer and the bargaining committees' recommendations for passage or rejection of each agreement. Then stewards will learn whether they will be pushing a "Yes" vote to accept the contract, or a "No" vote to reject the contract and authorize a strike. Whatever the recommendations of the committees, stewards are expected to put their personal opinions aside and work towards the committees' recommendations.

This "work" will involve educating your coworkers, and ensuring that the members you can count on to vote our way actually vote. This may mean driving them to your polling location yourself, or arranging transportation for them. For those of you who have

stewards and other key members. Since we knew it would be logistically impossible for union representatives to be at every orientation meeting, the union has worked to have members and systems in place to get this critical job done. In a few weeks, we will begin to see the results of this effort. The years of preparation for a good contract and success in a right-to-work for less environment are coming to fruition. For stewards working at Meijer, it's now showtime – will you be a star? For the good of the membership and the continued strength of this local union, you need to be.

Help Spread the Word

Supporting Our Troops: Military Care Packages

If a fellow member or a close relative of yours is deployed overseas, let us know! UFCW 951 will continue to send shipments of care packages through the upcoming year. See your union representative for an order form or find it online at www.ufcw951.org/discounts/military. Complete rules and guidelines are included on the order form. Contact the union office at 1.800.999.0951 with any questions.

**Thank you to all military members
for your service!**



THE VALUE OF UNION MEMBERSHIP: DAILY OVERTIME PAY

Like paid breaks, as discussed in the last issue of the *Steward Update*, overtime pay after eight hours is a right secured by your union contract, not by the law.

The Fair Labor Standards Act (FLSA) requires employees be paid at least time-and-a-half after 40 hours worked in a week. Your union contract goes above and beyond this legal requirement to mandate time-and-a-half after eight hours for all its members,

both full time and part time.

An employee working part-time hours, or full-time employees working 40 hours or less, cannot earn overtime under the law. Having contractually-mandated overtime pay after eight hours ensures that employers cannot exploit employees by forcing them to work long hours for days, while simultaneously preventing them from working over 40 hours in a week.

Not only does the concept of over-

time after eight hours place value on the time and schedules of hard-working union members, but one hour of overtime typically pays for union dues for that week—once again proving the benefits of union membership far outweigh the cost!



DAILY OVERTIME PAY – IT PAYS TO BE A MEMBER



Overtime Earned by an Employee Earning \$10 per Hour:

Day 1	Day 2	Day 3	Day 4	Day 5	
9 hours	5 hours	8 hours	9 hours	5 hours	= 36 hours worked
\$15	\$0	\$0	\$15	\$0	= \$30 overtime pay

Because overtime pay after eight hours is secured under your union contract, a member can work less than 40 hours a week and still earn overtime pay! By working over eight hours twice in a 36-hour work week, this union member would earn \$30 in overtime pay.

This employee would pay a little over \$8.00 per week in union dues, meaning that one hour of overtime pay at \$15 per hour would more than cover dues for the week. If this employee wasn't a union member, they would have received no overtime pay.

Steward Spotlight: Erin Minogue, Energizing New Members at Meijer #311

Erin Minogue, from Meijer #311 in Grand Rapids, has been helping fellow members as a steward for over a decade.

One of Minogue's favorite aspects of being a steward is representing the union during new member orientations.

"All stewards should do new member orientations! It connects a familiar face to the union and shows new members that there is someone on their level they can come to when they need help."

- Erin Minogue, Meijer #311



"I became a union steward because it sounded like fun," Minogue said. "I thought, 'why not!' It's a way to give a voice to your and other members' concerns without fear of retaliation."

Minogue's enthusiasm is contagious when she explains the many contract securities and other benefits the union provides its members. She is a friendly face that members know they can come to with any issue, at any time. Minogue's approachable and upbeat

personality resonates with everyone from new members to management.

Successful orientations are an essential component of stewardship, especially in a right-to-work for less environment. Orientations provide an opportunity for a new member's first impression of the union to be a positive, welcoming one, and stewards play an important role in this process.

"The key to a good orientation is confidence," Minogue said. "If you are confident, the new members will be confident in the union. All stewards should do new member orientations! It connects a familiar face to the union and shows new members that there is someone on their level they can come to when they need help."

How Stewards Can Get Members More Involved in their Union

Having strong membership involvement has always been important to a union's success, and encouraging this activity has always been a function of being a steward.

However, in a right-to-work for less environment, the importance of both of these functions increases dramatically.

"For stewards and the local to be successful in right-to-work for less, we must have an active and involved membership," John Cakmakci, UFCW 951 president, said. "Stewards need to be able to generate membership participation and build a team of members they can count on to take action when necessary."

The following tips can help stewards increase membership involvement and build a solid team of coworkers they can count on to help out. Members are more likely to get involved if you:

1. Build Relationships

Building meaningful relationships with members can cause them to be more inclined to help you. By regularly engaging in conversations with members, asking about them and their families, and being there for them when needed, members are much more likely to volunteer for union activities.

2. Listen to Members

Listening to members goes beyond

simply hearing what they are saying. Meaningful listening also involves responding in a supportive way to what you hear.

"If a member tells you they're having difficulties paying their utilities at home, you can offer them information about the Foundation's utility reimbursement awards," Cakmakci said. "Offering any resources the union has available to help members shows them you care about them beyond work matters or union activities."

3. Understand What's Important to Members

It is important to understand what a member might be thinking about when you ask them to volunteer. Do they see the importance of helping? Do they know that you understand the value of their time and hard work?

When asking for help, it's important to be very clear about what the task requires them to do. Limit the amount of time you are asking them to help, and express that you understand how valuable their free time outside of work is to them.

4. Ask Them to Do Something They're Good At

If you know a member who enjoys talking to people, you might ask them to help teach people about what the

Foundation does for members and why it's important to contribute to the Foundation. On the other hand, some members might have a hard time talking to people they don't know very well. It is always good to be considerate of members' abilities and strengths.

5. Involve Members in Fun Activities

Stewards can involve members in events that aren't strictly union business. Sitting down with a group of co-workers to have lunch once a month, or organizing an informal group outing for members after work can build unity and strong relationships between members.

"The union has several events that stewards could use to get a group of members together for some fun outside of work," Cakmakci said "From our bowl-a-thon to sporting events to amusement parks, the union presents many opportunities for stewards to involve members in fun activities."

6. Acknowledge When Members Help

Lastly, make sure your members know their efforts are noticed and appreciated, and that they understand how they've helped strengthen the union.

Expressing gratitude for their efforts will motivate them to volunteer again, and it motivates those who didn't volunteer to get more involved in the future.

Stewards Must Inform the Union After Filing a Grievance

After filing a grievance, stewards are required to complete the following two steps. This information is also on the back of every Step 1 Grievance Form. **Failure to comply with this requirement is grounds for removal from the steward position.**

1. Immediately notify your union representative that the grievance was filed.

- Fax: 616.447.1000
- Email: grievance@ufcwlocal951.com
- Call the Grievance Hotline at 1.800.999.0951 ext. 168 & provide:

2. Forward the grievance to the UFCW 951 office within seven days of filing by one of the following means:

1. Your name and unit number
2. The grievant's full name and last four digits of his/her social

3. Nature of the grievance
4. Date of the infraction
5. Description of facts
6. Date the Step 1 was filed
7. The unit manager's name