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STEWARDS UPDATE

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From the President: Putting Steward Conference Training Into Action

I want to thank all the stewards who attended the April conferences. I truly enjoyed the opportunity to talk to each of you about the critical issues facing our union.



John Cakmakci
President

The other presenters and I appreciate your attention and participation in the workshops.

I am also pleased to report that stewards gave the conferences extremely high marks on their evaluation forms, with many indicating how much they learned during the day.

While I appreciate the positive reviews and the acknowledgment that the conference increased stewards' skills, none of that matters if stewards fail to put what they learned into action.

It is not enough for stewards to come to a conference, absorb information and make suggestions. During these critical times, it is essential for stewards to implement what they learned at the conference, increasing their activity and influence at the workplace.

If it wasn't made crystal clear at the conference, the local expects every steward to have a team of members they can count on to take action on behalf of the union. Each steward needs coworkers he or she can count on to help them get the job done, whatever that job may

be. It could be signing membership applications, turning out the vote to accept or reject a contract, generating attendance at a rally or union event, or educating members about a new union program or change at the workplace. I could go on but won't since, as you know all too well, the list is long. However, the more people you have on your team helping you, the more quickly and

uncomfortable for many of us, but with practice they can, and must, be easily incorporated into our daily activities.

UFCW 951 expects stewards to sign members up as a condition of their position. If you want to remain a steward but struggle with signing members up for any of these programs, I urge you to ask your union representative to work with you on becoming confi-

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effectively you will get through your list.

A good portion of the conference also focused on giving stewards additional training on meeting new hires and signing these members up for union membership, along with signing new and existing members up for the Active Ballot Club and UFCW 951 Foundation. At first these activities can be

quite difficult to do, but with practice and effective in this area. Quite frankly, the local union cannot survive without stewards participating in the sign-up process. However, with all stewards functioning at a high level in this capacity, UFCW 951 will continue to thrive and remain a vital force in all members' lives.

Don't Forget to Turn in Your Homework!

In the "You are the Front Line of Defense in Right Against Right to Work for Less" session at the steward conference, all stewards were given a homework assignment. Depending upon your employer, you were given either five UFCW 951 name badge stickers or five 951 name badge pulls with the instruction of giving one to five of your coworkers and providing the names of these members to your union representative. If you have not already done so, please provide this list to your union representative this week.



Help Spread the Word

UFCW 951 Scholarships Add Value to Union Membership

By promoting the various scholarships and reimbursement programs UFCW 951 offers members, stewards are not only helping members potentially put some extra money in their wallets, they are also showing members some of the additional value of being a dues paying member of UFCW 951.

Stewards should take the time to familiarize themselves with these programs, and make sure to always have a quantity of the applications (available from your union representative) on hand to distribute to members. Applications can also be completed online at www.ufcw951.org/members/scholarships.



Three scholarships of \$750 are awarded each quarter.

Utility Reimbursement Program

Ten scholarships of \$150 are awarded each quarter.



Family Enrichment Scholarship
Ten scholarships of \$100 are awarded each quarter.

One application is good for the entire calendar year!

Steward Spotlight: Scott Rosenbrook, Face of the Union at Polly's Foods #14

Scott Rosenbrook didn't start his career at Polly's Foods #14 as a strong union supporter. However, when UFCW 951 helped save his job, Rosenbrook realized how important unions are for all American workers,

ther. I never thought I needed the union until recently, but they still supported me and helped me save my job," Rosenbrook said. "I want people to know that even if they are not in a union shop, unions help you in ways that you don't

connections with everyone, from the Kennedy family—the founders of Polly's Food Service—to store management to new hires, ensuring that their first impression of the union is a positive one.

"The main reason I became a steward was that when the posting went up for the job, a lot of my fellow workers asked me to do it. I wanted to represent the union the way it should be represented," Rosenbrook said. "I try my hardest to make sure that our union brethren are not mistreated or misguided in their education about the union."

Despite being a new steward, Rosenbrook is an example of how even one person can change an entire unit's outlook on the importance of union membership and solidarity.

"My favorite part about being a steward is earning people's respect. Whether we are in a win or lose situation, people trust me to fight for them when it's needed. That's the most gratifying part, getting down and dirty to solve problems with other members," Rosenbrook said.

"Since becoming a steward, I really feel like I am part of something bigger."

"Before I became a steward, I was never really a 'union person.' I didn't have a negative opinion of the union, but I didn't have a positive opinion either. I never thought I needed the union until recently, but they still supported me and helped me save my job. I want people to know that even if they are not in a union shop, unions help you in ways that you don't know."

- Scott Rosenbrook, Polly's Foods #14



including those who don't work in union shops. Shortly after his first hands-on experience with UFCW 951, Rosenbrook became a steward with the goal of helping and educating other members about the union.

"Before I became a steward, I was never really a 'union person.' I didn't have a negative opinion of the union, but I didn't have a positive opinion ei-

know. Other companies have to follow their lead to stay competitive."

Rosenbrook has been a steward at Polly's Foods #14 for less than a year. However, in that short period of time, union representative Kris Barry has already noticed a positive change in the unit. Rosenbrook is actively restoring the members' confidence in the union. He represents the union by making

New Program Allows Members to Receive Meijer Contract Bargaining Updates Via Text

To help ensure that members are receiving accurate up-to-date information regarding Meijer contract negotiations, UFCW 951 will be expanding its communications regarding Meijer contract bargaining to include text messages.

Messages will only be sent when important information needs to be communicated.

Stewards working at Meijer are encouraged to sign up for this program so they can accurately communicate updates to members.

Stewards should encourage members to sign up for this program to remain in the know regarding these important negotiations.

Text 951 to 698329
Message and Data Rates May Apply

If You See Something... Say Something!

When you see a negative comment about UFCW 951 on social media, don't be a bystander. A disparaging comment about the union is a disparaging comment about its membership, and can have a far reaching impact.

In these situations, stewards are obligated to set the record straight and defend their union with the truth. Stewards should not hesitate to educate their fellow members and the public with the facts and all the ways the union helps all union members every day—even if they don't realize it.

If you are unsure of how to respond to a social media post, contact your union representative or the UFCW 951 Communications Department at 1.800.999.0951.

THE VALUE OF UNION MEMBERSHIP: PAID BREAKS



As the front line of the union, stewards are often the first

to hear member complaints and concerns, as well as comments revealing inaccurate information or poor experiences with unions in the past. This will be especially true in a right-to-work for less environment.

It may seem overwhelming to respond to sentiments like "the union doesn't do anything for me" or "good workers don't need the union," but in reality the many benefits of union

membership make it easy! It is your role as a steward to educate these members and potential members about the rights that the union secures for them. This recurring column will address the workplace rights and benefits that only a union contract provides, starting with paid breaks.

A financially strong union is a union with a proportionately strong presence at the bargaining table. Some members might feel they are making a financial gain for themselves by choosing not to pay union dues. In reality, this action could ultimately cost themselves, and all members, much more in a right-to-work for less context, both in terms of workplace protections and direct

financial losses.

For example, if an employer refused to negotiate paid breaks, it would result in a full-time employee earning \$10 an hour losing over \$1,000 per year.

Benefits like paid breaks are only guaranteed by your union contract—not by law. UFCW 951 members do not receive paid breaks because of the generosity of their employers or protections under the law, but rather because of the guarantees secured by the union in the contract. Not only are paid breaks an important aspect of maintaining morale and employee well-being, but they more than cover a member's dues payment. The benefit of a union contract literally pays for itself.

PAID BREAKS ADD UP

Part-Time Employee Earning \$10 per Hour:

\$10.00 / hour × 15 minutes = \$2.50 per day in paid breaks

\$2.50 / day × 5 days = \$12.50 per week in paid breaks

\$12.50 / week × 4 weeks = \$50.00 per month in paid breaks

Over the course of a year, this member will pay \$432 in dues, but will receive \$650 in pay for taking five paid breaks per week.

Full-Time Employee Earning \$10 per Hour:

\$10.00 / hour × 30 minutes = \$5.00 per day in paid breaks

\$5.00 / day × 5 days = \$25.00 per week in paid breaks

\$25.00 / week × 4 weeks = \$100.00 per month in paid breaks

This member will receive \$1,300 a year for taking 10 paid breaks per week—over three times as much as the \$432 they are paying in dues.

Paid breaks are a powerful example of just how much the union secures for its members. Providing clear examples like this one to new members can help them understand exactly what they would lose without the protection of a union.

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.

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

• Fax: 616.447.1000

• Email: grievance@ufcwlocal951.com

• Call the Grievance Hotline at 1.800.999.0951 ext. 168 & provide:

1. Your name and unit number

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

security number

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