



And the Winners Are...UFCW 951 Announces the 2012 Foundation College Scholarship Recipients

Diane Fisher, from Meijer #174, was one of 24 students who shared the \$40,000 in college scholarships recently awarded by the UFCW Local 951 Foundation to UFCW 951 members and their dependent children. See page 4 for a listing of the 19 students who received \$2,000 college scholarships, and the five students who were awarded \$400 textbook scholarships.

The Voice of 951

Summer 2012

Long-Term Members Elected President, Secretary-Treasurer



John Cakmakci, President (center), and Dave Way, Secretary-Treasurer, join Karin Hopman, Recorder, as UFCW 951's three Executive Officers.

John Cakmakci was elected UFCW 951's president by the local's Executive Board on August 7 to fill the position left vacant by the resignation of Marv Russow, now the president of UFCW Local 227.

"I am honored by the Executive Board's decision and am eager to begin working on new ways to improve the services UFCW 951 provides members," Cakmakci said. "My goal as president is to make UFCW 951 a better organization. Over the next few months, members will see some extremely positive changes as UFCW 951 gets back to basics and returns to our roots as a service organization, providing members with improved representation."

Cakmakci has been a union member for over 35 years, serving the members of UFCW 951 in a variety of capacities (see the article at right).

"I first became involved

with the union because I felt my coworkers deserved good representation, and that idea has guided me through the years," Cakmakci said. "Whether I was casting a vote on the Executive Board, researching a grievance or bargaining a contract, I made sure my actions resulted in the best possible representation for the members. This concept will continue to guide me in my new position at UFCW 951."

Following Cakmakci's election as president, the board elected Dave Way, also a long-term UFCW member and experienced union representative, to replace him as secretary-treasurer.

"I want to thank the Board for their vote of confidence," Way said. "It is a privilege to work for the membership of

this local union; to serve as their secretary-treasurer is an even greater honor." Cakmakci and Way join Karin Hopman, who has been on the UFCW 951 staff since 1993 and its recorder since 2006, as UFCW 951's executive officers.

UFCW 951 Executive Board Puts Local in Trusted Hands

"John will be my fifth president, and what has really impressed me about him is how in touch he is with the membership: how they feel and think. I've never seen anyone within the union have their finger on the pulse of the membership the way John does. It's truly amazing. With John and Dave as our new officers, I don't think we could be in better hands."

Mike Cousinaw, Meijer #303

"I know John will make a good leader. He has learned a lot in all his years with the union and has an excellent work ethic. Plus, he is very easy to get along with. I am anticipating a lot of good things for our union with John as our president."

Sue Morpeth, Plumb's #667

"I worked closely with John when he was my union representative and know he is a person of integrity. He does things the right way. He really cares about the membership and the union, and will do what's best for the membership. I know John Cakmakci will do the right thing when it comes to UFCW 951 members."

"I've known John for over 30 years; he is honest and always looking out for the membership. I'm very excited that John is president; we couldn't have gotten a better person."

Rick Roenicke, Meijer #42

UFCW 951's New Top Officers



Cakmakci updates JBS workers following his health and safety plant tour.

John Cakmakci: A union member for over 35 years, Cakmakci brings extensive experience to the office of president. He joined the union as a high school student working for Kroger, and worked his way through college as a Jewel food clerk, where he was elected steward by his coworkers at age 18. One year later, Cakmakci was serving as a

volunteer union organizer, helping workers at Knouse Foods, Dowagiac Nursing Home and Harding's stores achieve union representation. Before graduating from college, Cakmakci was elected to the union's Executive Board.

In 1985, shortly after completing his graduate degree, Cakmakci was hired as a union representative.

As a staff member, Cakmakci also served as an organizer, bargained contracts and at one time was the office manager. In recent years, Cakmakci has been the director of the local's field staff, organizers, and collective bargaining department. Since 2008, he has served as secretary-treasurer.

Dave Way: A UFCW 951 member for 38 years, Way is an experienced union representative. He spent 26 years at Meijer working in retail, warehousing and transportation; serving his coworkers as their steward; and on the Executive Board. In 1996, Way joined the 951 staff and has worked as a union representative, organizer, and field staff supervisor. Most recently, he headed the local's collective bargaining efforts.



Way discusses a contract proposal with Kroger stewards.



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Inside

Vote "Yes" for Working Families.....	Page 2
Obama Fights for UFCW Members.....	Page 2
Meijer Contracts Available.....	Page 2
President's Message	Page 3
Health and Safety Committees.....	Page 3
UFCW Day at Michigan's Adventure.....	Page 3
Foundation Scholarship Winners.....	Page 4
Membership Meetings.....	Page 4



Vote "Yes" to Protect Collective Bargaining and Working Families

The Protect Working Families initiative to safeguard the collective bargaining rights of all Michigan workers in the state constitution is in the process of being certified by the Michigan Secretary of State Bureau of Elections so it can be added to the November ballot. The proposal won't have a number until this process is complete, but a "yes" vote on election day will add the collective bargaining amendment to the state constitution and protect Michigan's working families.

"On the state level, passing the collective bargaining amendment is the single best action voters can take to protect the wages, pensions and benefits of all working families, regardless of whether they belong to a union," John Cakmakci, UFCW 951's president, said. "Studies continually show that union contracts boost industry standards, raising the standard of living for all workers and strengthening the local economy."

There is wide support among voters for the collective bargaining initiative. Nearly 700,000 Michigan voters, almost twice the required number, signed petitions to put the issue on the November ballot.

"Opponents to the ballot pro-

posal, corporate special interests and CEOs -- the group that gains financially when workers collective bargaining rights are weakened, or eliminated -- are already out in full force, spreading misinformation about the measure in hopes of convincing workers to vote against their own best interests," Cakmakci said. "Members need to get the facts about the collective bargaining amendment and share this information to ensure a large turnout on election day in support of the collective bargaining amendment."

See the related articles for facts on the collective bargaining amendment and the advertising attack being waged by opponents to the amendment.

Corporate Special Interests Attack Ads Misrepresent Initiative

While the collective bargaining amendment has wide support, there is one group vehemently opposed to the initiative -- greedy CEOs and corporate special interests -- who don't want to share their profits with the workers whose labor made them successful.

As part of their effort to defeat the collective bargaining initiative, the group has begun to run advertisements misrepresenting the initiative as an attempt by unions to buy the constitution.

"The truth of the matter is that the collective bargaining initiative came about as the result of the work of a diverse group of public and private sector workers, some of who belong to unions and some who do not, along with small business owners and community and religious activists from across Michigan. These individuals came together and took a stand against the corporate and political attacks on working families," John Cakmakci, UFCW 951's president, said. "It's ironic that the group making accusations about the buying of the constitution have spent millions, and will spend close to \$1 billion before election day, in an effort to purchase our government."

The following are the facts about corporate special interests and their attack on working families.

FACT: Corporate special interests have spent millions to gain favor with politicians and advance their own interests.

- Between 2009 and 2011, corporate special interests spent \$55 million lobbying in Michigan.
- Of the top 200 lobbyists in 2011, corporate special interests accounted for almost 80 percent of all lobbying expenditures.
- Political Action Committees for corporate special interest groups gave more than \$34 million to the election campaigns of Michigan candidates in the last three years.

FACT: The same corporate special interests spent nearly \$40 million to attack working families in Ohio and Wisconsin in 2012.

- Anti-worker interest groups spent \$8 million in Ohio to support SB5, a bill that would have

severely restricted collective bargaining.

- Outside corporate special interests raised nearly 75 percent of Republican Scott Walker's \$30 million campaign in 2012, after he signed a package of bills attacking working families.

FACT: Michigan's working families were left to foot the bill while corporate special interests benefited.

- Big corporations received \$1.8 billion in tax breaks while K-12 education funding was cut by \$1 billion and higher education slashed by more than \$220 million.
- The Michigan earned income tax credit was reduced from 20% to 6% for working families.
- Lansing politicians pushed through a tax on previously negotiated pensions and retirement benefits.

Show Your Union Pride & Win a Prize



Union Pride winner Jessica Reed, Meijer #41, with UFCW 951 Recorder Karin Hopman.

We're proud of our union and want you to be, too!

That's why UFCW 951 recognizes members who wear their UFCW 951 buttons, badge holders, or pins (available from union representatives).

UFCW 951 officers and union representatives visit two units every month in each of the local's three regions and award the first member they see wearing one of these items a Union Pride prize package containing a union t-shirt and a \$25 gift card.



Union Pride winner Antonette Gould, Meijer #23.

Meijer Contracts Now Available

The lengthy proof reading and printing process has been completed and all versions of the UFCW 951 Meijer contract -- Retail, Distribution Center, and Properties -- are being distributed at the workplace by UFCW 951 union representatives.

Contact your union representative to receive your copy. Contracts are also available by calling the UFCW 951 office at 1.800.999.0951 and online at www.ufcw951.com.

Collective Bargaining Amendment Facts

This Initiative Protects a Basic Right of all Michigan Citizens.

It will amend the state constitution to establish the right of Michigan citizens to:

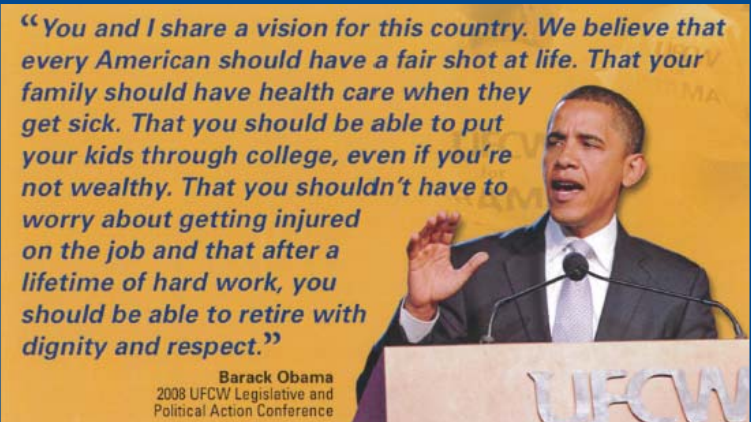
- Organize, form, join or assist unions.
- Bargain collectively with public or private employers regarding wages, hours, workplace safety standards and benefits.
- Participate in collective bargaining free from employer retaliation or intimidation.

All Michigan Workers Benefit from Collective Bargaining

- Collective bargaining helps protect the wages, pensions and benefits of all working families. CEOs are making millions while the people who actually do the work have seen their wages stagnate and cut.
- All workers gain because the wages, benefits, working conditions, and safety procedures laid out in union contracts become industry standards.

Collective Bargaining Levels the Playing Field for Workers

- Workers need protections from corporate special interests that arbitrarily cut wages, benefits, and pensions -- and ship jobs overseas -- just to squeeze out more profits for themselves.
- Collective bargaining helps level the playing field for employees so CEOs aren't the only ones benefitting from a company's success.



President Obama: A Fighter for UFCW Members and Working Families

At a time when workers are under attack by big corporations, special interests, and their cronies in government, President Obama has been an unyielding friend to working men and women. He has stayed true to the vision he outlined to the UFCW nearly four years ago. He is the only candidate for President in 2012 that has workers' interests at heart.

The accomplishments President Obama has secured for workers include gains in the following areas:

Jobs

- ✓ Helped stave off a second Great Depression by passing recovery legislation to create 2.8 million jobs through investments in education, infrastructure, and clean energy.
- ✓ Single-handedly rescued the U.S. auto industry from demise, saving 1 million jobs.
- ✓ Fighting for the American Jobs Act which would put 2 million more Americans back to work rebuilding our nation.

Health Care

- ✓ Expanded health care coverage to 32 million Americans, including dependents up to age 26 who are allowed to remain on their parent's health insurance.
- ✓ Ended discrimination against Americans with pre-existing conditions.
- ✓ Improved the Medicare prescription drug program for seniors.

Wall Street Reform

- ✓ Passed the most significant financial reform law since the Great Depression so Main Street is protected from Wall Street.
- ✓ Addressed issues that led to the financial crisis including regulation of large banks and investments, provided for greater consumer protections, and curbed executive pay.

Follow Your Union On-Line



www.ufcw951.com



UFCW Local 951



UFCW Michigan

Local Renews Emphasis on Health and Safety Committees



Robyn Robbins, from the UFCW International Safety and Health Department, discusses workplace safety with a JBS member following her safety audit of the meat slaughterhouse and packing plant.

Over the last few months, UFCW 951 has been in the process of implementing health and safety committees at two employers and would like to see fully functioning committees at every member's workplace.

"All workers have the right to a safe workplace, and I consider making sure UFCW 951 members are working in a safe and healthy environment an important part of our job as a union," John Cakmakci, UFCW 951's president, said. "Establishing effective workplace health and safety committees can be instrumental in protecting members from workplace injuries and illness."

As required by the current

Meijer contract, a statewide labor/management health and safety committee met and devised a plan for unit level committees. Implementation of these committees has begun.

According to the plan, each Meijer health and safety committee will be composed of union members and company representatives and is expected to meet regularly to ensure health and safety issues are corrected in a timely manner.

Meijer members should bring health and safety issues to the committee's attention and monitor the committee's progress or lack thereof.

"The health and safety committees are an excellent opportunity to make a real difference at the workplace and improve members' working conditions," Cakmakci said. "But only if they are functioning the way they are intended to work. Corporately, Meijer is committed to making their workplaces healthier and safer for our members, and believes these committees will play a key role in achieving their goal. We need to make sure this commitment is just as strong at the unit level and that the committees are doing their job."

If a problem is not fixed, members should contact their steward or union representative who will involve the store director/facility manager in correcting the situation, filing a grievance if necessary.

"The union is fully supportive of the committee approach, but ultimately the health

and safety of members comes first," Cakmakci said. "We can't let unsafe conditions go unchecked because a committee is ineffective."

A similar type of health and safety committee is being implemented at JBS, the slaughterhouse and meat packing plant where workers recently ratified their first union contract.

"Health and safety issues were a big reason JBS workers sought union representation, so one of our first actions following their contract ratification was to form a health and safety committee," Cakmakci said. "We brought in a health and safety expert from the UFCW International to conduct a safety audit of the plant and help us kick-off an effective approach to correcting health and safety issues."

To supplement the health and safety committees' work, UFCW 951 will be conducting health and safety training for members, stewards and staff.

Members at other employers should contact their union representative for the status of a health and safety committee at their unit.

"If there is membership interest in forming a health and safety committee at a unit where one doesn't exist, the union will do everything we can to establish one," Cakmakci said. "In some cases we may be able to implement a committee right away. Other employers may require we bargain the issue into the union contract."

UFCW Day at Michigan's Adventure

Over 1,000 UFCW Michigan members, their family and friends attended UFCW Day at Michigan's Adventure on July 19. They enjoyed a picnic lunch in addition to their day of fun and sun on amusement park and water rides.

"A \$20 ticket for food and a fun day of rides is cheap," Mike Holsinger from Meijer #199, said. "You really can't beat that!"

UFCW 951 covers a portion of the admission fee for various events, like Michigan's Adventure, to make it more affordable for members to enjoy time with their family and friends.

"It's great to see so many members enjoying time with their family and friends," John Cakmakci, UFCW 951's president, said. "We have already started putting together our 2013 events calendar, and hope to hold even more events like this one. I urge members with ideas on new outings for next year to call the Communications Department at the union office with their suggestions."



President's Message Your Union is Here to Serve You

I was recently asked to look back on my work with the union and identify my proudest accomplishment. That question triggered a trip down memory lane as I fondly recalled the pride I felt when I won my first grievance, secured a significant amount of back pay for a member, and negotiated wage and benefit improvements in a tough bargaining environment.

However, I must say I have never been more proud than when I participated in successful union organizing campaigns and the subsequent contract negotiations.

I had my first experience in this area some 30 years ago. I was a union steward at the time and recruited to be a volunteer organizer because the union needed "young" members to help organize workers at Knouse Foods, Dowagiac Nursing Home and Harding's stores. In the past year, with our work at JBS, Valley City Linen and Pearson Foods, I was reminded of what it felt like to help workers organize and ratify their first contract.

Those of you who have been involved in an organizing campaign know the enormous difference the protections and guarantees of a union contract make in the lives of workers who had been at the mercy of their employer and often mistreated by management. To be part of an effort that has such a positive effect on hundreds of people's lives is an amazing feeling and a great source of pride.

I am relaying this story because it helps answer another question I have been getting a lot lately, "What do you hope to accomplish as UFCW 951's president?" The answer is simple, I want to make members' lives better. How we achieve this goal is a little more complicated and will involve additional planning over the next few weeks and months. However, I have already taken action that I believe will result in improving the service UFCW 951 provides members.

I have made several changes that will flatten the organization and eliminate much of its bureaucracy. As a result, UFCW 951 will have more union representatives in the field to assist members, and each union representative will have a smaller assignment allowing them more time to meet members' needs. Based on these changes, you can expect your union representative to return your telephone calls sooner and be in your unit more frequently. You should also expect more timely and effective resolution of health and safety problems, grievances and other workplaces issues.

As I work to identify how else we can improve the services you receive from your union, I am interested in hearing your suggestions on how we can do a better job in contract administration, communications, collective bargaining, member events and any other area where you think UFCW 951 can make your life better. Feel free to talk to me after a meeting, when you see me at your workplace, or contact me directly at the union office with this information. Those of you who have worked with me in the past know that I try to be as accessible as possible. That will not change because my role in the organization has. Every member of the UFCW 951 staff, including its president, is here to serve you, and our mission is to make your life better.



John Cakmakci

Based on these changes you can expect your union representative to return your telephone calls sooner and be in your unit more frequently. You should also expect more timely and effective resolution of health and safety problems, grievances and other workplaces issues.

UFCW Voter Registration Drive Continues

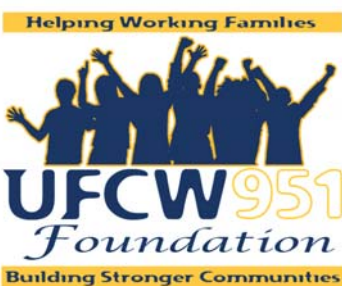
During August, UFCW 951 members who are eligible to vote but who are not registered will receive a packet from the UFCW International containing the materials needed to conveniently register to vote.

"Your union knows that your work schedule and other commitments can make it tough to register to vote in person," John Cakmakci, UFCW 951's president, said. "By sending voter registration materials right to members' homes, the UFCW is helping ensure every eligible member has the opportunity to have their voice heard on election day."

To check your voter registration status, polling location and other election details, go to www.michigan.gov/vote.



UFCW 951 Foundation Awards \$40,000 in Scholarships



The UFCW 951 Foundation recently awarded its annual scholarships. A total of 19 \$2,000 scholarships and five \$400 textbook scholarships were awarded to Local 951 members and their dependent children to help with the cost of their education.

"I'd like to congratulate this year's winners on their achievement," John Cakmakci, UFCW 951 president, said. "I believe a union should provide members with benefits both inside and outside the workplace, and am proud of the Foundation's ability to make our members' lives a little easier after punch out for the day."

A complete list of the winners can be found on this page. Scholarship applications for the 2013/2014 school year will be available this fall.



ChristiAna Jones
\$2,000 Scholarship Winner
Meijer #221

"Just recently, the union reworked our contract. The fringe requirement was lowered so I can still attend college full time and use my paid days off."



Diane Fisher
Wins \$2,000 Scholarship,
Returns to School

"When Dave Way told me I had won a \$2,000 scholarship, I was speechless. I never win anything, and to win this to help with my education was huge! I had already completed one bachelor's degree some time ago, but in 2008 my son brought home some homework and while helping him with it I thought to myself 'Hey I could really do this.' That's when I decided to pursue a degree in Accounting. I'll be using this \$2,000 scholarship to finish up my coursework. I have four more classes to go, and then I will be taking my CPA exam next year. Ideally I'd like to retire from Meijer and go on to start a second career in accounting."



Ayisha Collins
\$2,000 Scholarship Winner
Meijer #52

"I enjoy being a part of UFCW 951 because I know that I will always have support at work through the union representatives who have made my workplace a comfortable setting."

"I know that I have UFCW 951 watching out for me as an employee, fighting to earn me better wages and helping to make sure my workplace is safe. I know that if any issues occur between my employer and myself, I have an organization to turn to for help. I have easy access to information on how things should be run and what my rights are as both an employee and a union member."



Roxanne Evers
\$2,000 Scholarship Winner
Meijer #26



Brandon Craigie
\$2,000 Scholarship Winner
Meijer #25

"Local 951 makes certain that my employer institutes acceptable safety measures to safeguard my health and well-being while working. Without such a considerate union to represent me and fight for my rights as a worker, I would not have such a safe, well-paying, and enjoyable job."

UFCW 951 Quarterly Membership Meetings

Meetings occur on different days for each region. Regions will rotate the day of the week they hold Quarterly Meetings. Membership meetings are one way you can ask questions, get involved and hear what's going on with your employer, your industry, and your Union! **All meetings begin at 7:00 p.m.**

Central

UFCW 951 Office
3490 Belle Chase Way (lower level)
Lansing, MI 48911
October 15, 2012

East

UFCW 951 Office
30150 Telegraph Rd., 3rd floor
Bingham Farms, MI 48025
October 16, 2012

North

All Seasons Resort
760 S. Cedar Street
Kalkaska, MI 49646
October 17, 2012

West

UFCW 951 Office
3270 Evergreen Dr. NE
Grand Rapids, MI 49525
October 18, 2012

Reporting Meetings Follow up on Quarterly Meetings

At Reporting Meetings, you will hear reports on the topics discussed at the Quarterly Membership Meetings.

All meetings begin at 7:00 p.m.

Brighton

Homewood Suites
8060 Challis Rd.
October 23, 2012

Woodhaven

Holiday Inn Express
21500 West Rd.
October 23, 2012

Kalamazoo

Holiday Inn West
2747 South 11th St.
October 24, 2012

Birch Run

Best Western
9087 East Birch Run Rd.
October 24, 2012

Congratulations 2012/13 Scholarship Winners!

\$2,000 Scholarship

Jason Berry
Member
Meijer #580

Jacob Caligiuri
Son of Linda
Kirschenbauer
Meijer #196

Ayisha Collins
Member
Meijer #52

Brandon Craigie
Member
Meijer #25

Derek Diamond
Member
Meijer #245

Mitchelle Douglas
Daughter of Sandra
Douglas
Meijer #172

Raymond Evans
Member
Meijer #23

Roxanne Evers
Member
Meijer #26

Diane Fisher
Member
Meijer #174

Erica Howland
Daughter of Diane
Howland
Kroger #680

Janet Janowicz
Member
Meijer #145

ChristiAna Jones
Member
Meijer #221

Brandon Judd
Member
Meijer #216

Keith Kamin
Member
Meijer #881

Julia Moore
Member
Meijer #231

Kristopher Nichols
Son of Christine
Nichols
Meijer #233

Ronald Patrick II
Son of Christine
Patrick
Meijer #209

Lea Richard
Member
Meijer #48

Michael Terry
Member
Meijer #93

\$400 Textbook Scholarship

Christine Carter
Member
Meijer #25

Elizabeth McKerr
Daughter of Sandra
McKerr
Meijer #24

Anita Montez
Member
Meijer #199

Rachel Reed
Member
Meijer #108

Chelsea Smallish
Member
Meijer #233

**Live.
Relax.
Enjoy.**

40 BENEFITS

help stretch your paycheck and make life a little easier.

Your union knows you work hard for your money. That's why UFCW 951 members have access to 40 Union Plus benefits to help you and your family get more out of life. Visit UnionPlus.org and see how to:

- Save on wireless devices and services available through "Union Proud" AT&T.
- Save on theme parks, sporting events, theater, movies, restaurants and more.
- Get Union SAFE grants to help weather economic storms.
- Get discounts and upgrades on rental cars, vans, SUVs and trucks, plus great deals on family vacations.
- Secure a Union Plus Mortgage with special cost savings and protections against layoff, strikes and hardship.

Plus **EVEN MORE BENEFITS** offer you additional financial, health, legal, travel, entertainment and educational savings and services.

For details, visit UnionPlus.org or call UFCW 951 at 1.800.999.0951 to request a UnionPlus brochure.

