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STEWARD UPDATE

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FROM THE PRESIDENT: STEWARDS STRENGTHEN UNION AS THEY WORK TO REACH THE GOLD STANDARD

The implementation of the gold standard steward incentive program is going very well and the results we are seeing in the units are impressive.

As we stressed in the announcement of the program, we expected it to be a fluid process and that tweaks would be likely as we worked through the implementation.

Soon after the first snapshot was taken to determine stewards' June percentages, it became apparent that a change in determining stewards' incentive was needed. Through conversations with stewards and union representatives, it became clear that a negative aspect of the initial program was the disappointment of stewards the who had consistently been at the gold standard, but for some reason on the day the snapshot was taken were just below the required percentages.

To give these stewards a chance to receive the full gold standard incentive of \$1,000 for the entire year, and keep them motivated to reach and maintain gold standard percentages, we modified the program. Stewards who didn't reach the gold standard in June can make up for that shortfall with their December numbers and receive the full \$1,000 incentive. (See the box at right for a detailed explanation and example of this change.)

I am pleased that stewards and staff felt comfortable coming to me with this concern and that we were able to quickly work out a solution that resolved the issue. It is critical to the success of this organization that we work together

when problems arise, rather than letting them fester and negatively impacting our relationship and the service we provide the membership.

It is exciting to see so many stewards embrace the new incentive program and work with their fellow stewards towards the goal of becoming a gold level unit. Your energy, enthusiasm and determination is exactly what this union needs to ensure we thrive in a right to work environment. It is also what the membership needs to understand and take advantage of the added value UFCW 951 provides its dues paying members.

With every successful orientation you conduct, every conversation you have with a member about our Active

Ballot Club and Foundation, along with discussions with your coworkers who are unsure about becoming or remaining a UFCW 951 dues paying member, you are strengthening our organization and educating your coworkers as to why "membership matters" at UFCW 951.

Thank you for your efforts.



JOHN CAKMAKCI

HELP SPREAD THE WORD

UFCW FREE COLLEGE BENEFIT INCLUDES NEW PROGRAMS

Stewards should encourage members to enroll in the recently-expanded UFCW 951 Free College Program through Eastern Gateway Community College, which could save students thousands of dollars on a college degree.

To learn more or to start the application process, visit www.ufcw951.org/discounts/FreeCollege.



ASSOCIATE DEGREES:

ACCOUNTING

Prepare for entry-level employment in both public and private accounting or for a four-year degree in the field.

ASSOCIATE OF ARTS

Choose electives that align with your interests and career goals to prepare for a bachelor's degree.

BUSINESS MANAGEMENT

Build a strong foundation in business theory. Choose from one of several concentrations:

- HUMAN RESOURCES
- HEALTH CARE MANAGEMENT

- MARKETING
- FINANCE

CRIMINAL JUSTICE

Current and aspiring law enforcement professionals can strengthen their skills for employment in local, state and federal agencies.

EARLY CHILDHOOD EDUCATION

Begin a career in the field of child care by earning the necessary educational background and licensing requirements.

INDIVIDUALIZED STUDY

Use this flexible program to apply completed college credits toward an associate degree in an area of concentration not currently offered.

PARALEGAL DEGREE

Prepare for employment in a law environment in both the public and private sector.

CERTIFICATE PROGRAMS:

BUSINESS MANAGEMENT CERTIFICATE

Develop new skills or refresh your existing knowledge of business. An accounting concentration is available.

PATIENT NAVIGATOR CERTIFICATE

Learn about patient-centered work in health care, medical terminology and more.

UFCW GOLD STANDARD UPDATES

Updates have been made to the new steward incentive program to aid steward teams in achieving the UFCW Gold Standard of 95% Membership, 20% Foundation and 10% ABC sign up. Since membership percentages can fluctuate for a variety of reasons, stewards will be able to average their June and December reviews to reach Gold Level requirements.

For example, if a steward team fell slightly short of the 95% membership at their June review but were able to increase their percentages from Blue Level to Gold Level before their final review, they could still receive the highest incentive level. See the box below for an example of how stewards can average their biannual percentages to reach the Gold Level.

JUNE REVIEW — BLUE LEVEL		
93% Membership	22% Foundation	13% ABC
DECEMBER REVIEW — GOLD LEVEL		
97% Membership	20% Foundation	15% ABC
ANNUAL AVERAGE [(June + December) / 2] — GOLD LEVEL		
95% Membership	21% Foundation	14% ABC

UFCW 951 LAUNCHES NEW COMMUNITY SERVICES PROGRAM

UFCW 951 is launching a community services program to assist members in need. The new program expands upon the many benefits UFCW 951 has offered for years, including fundraisers, scholarships and food trucks, by assisting members with individual needs that fall outside of current programs.

Working closely with the Michigan Association of United Ways, UFCW 951 Community Services Representative Alice Perreira is available to help link members with resources in their community when they or someone they care about are in need. Through this partnership, the union can offer assistance above and beyond what the UFCW 951 Foundation is able to do.

Resources can often be found to assist members with issues including, but not limited to, housing, child care, trans-

portation, utility shut-off notices, food insecurity, substance abuse, health care, mental health services and domestic violence. Individual circumstances will determine the level of assistance that can be found. Stewards should educate members about the community services program and encourage them to contact Perreira directly when they need help. Due to confidentiality and the type of information required, it is not recommended that stewards contact the program on behalf of a member.

"Throughout the course of their lives, many people will find that at some point they need help," John Cakmakci, UFCW 951 president, said. "Unfortunately, when dealing with a crisis, finding the appropriate help can be overwhelming. Through our new community services program,



UFCW 951 is here to assist members by helping them access resources they need. Stewards can use this program as a tool to help them better serve the members in their unit."

UFCW 951 is also looking for opportunities to give back to communities where members live and work through community service projects. If you are active in your community and know of a project or event that UFCW 951 could assist with, or if you are interested in volunteering, contact Alice Perreira at 1.800.999.0951 ext. 123. This is also the same number members can call to receive a confidential referral to agencies or programs designed to assist with their circumstances.

STEWARD SPOTLIGHT: GOLD STANDARD AT MEIJER #43

The steward team at Meijer #43 in Saginaw has excelled in meeting the new UFCW Gold Standard. The membership percentage at the store rarely dips below a perfect 100 percent.

The union representative for Meijer #43, Jeffrey Schulz, and the stewards themselves credit this success to their cohesion as a team.

"One of the greatest qualities that the overall group possesses is their concept of working as a team," Schulz said. "They are in constant communi-

cation with one another. They work together to accomplish goals."

The stewards coordinate to apply their unique strengths to serve members and support each other.

"We all have a part we play. We let the person who's strong in that area deal with it," Gary Watson said. "Don't put other stewards down for their lack of knowledge in one area. Teach them — don't criticize."

The different shifts and departments worked by the stewards enhance the

team's ability to reach all employees, particularly new hires.

"We're on opposite sides of the store in different departments, but everybody knows us. We're a tight-knit group for sure," Jennifer Goyette said.

Because of their different schedules, the stewards make sure to spend time together as friends outside of work.

"We work together. We work different shifts, but we still communicate. We really get along," Sandra Davis said.



Gary Watson

Pamela Jackson



Be honest and have integrity. Believe in what you're doing. Make sure these members understand that they're the union. I'm not the union — we are."

— Pamela Jackson from Meijer #43



Sandra Davis



We're all good friends . . . we get along. We make employees want to be a part of what we are. We're union strong at Meijer #43. We're proud, and we show it."

— Beverly Jackson from Meijer #43



Beverly Jackson

Jennifer Goyette

NEW MEIJER WAGE SCHEDULES TO TAKE EFFECT

New wage schedules became effective in the Meijer contracts on August 20, 2017. Stewards should familiarize themselves with the following points to ensure they understand how members are impacted by the new wage schedules, and are prepared to correctly answer members' questions regarding the new wage schedules.

The only members who moved to a new wage rate on August 20 are those who have been at the top rate of their wage schedule for more than 700 hours in retail and more than 1,000 hours in the distribution centers and retail facilities maintenance and those at starting rates that are not in the new wage schedule.

Some wage classifications include a TRA (Top Rate Adjustment) instead of an hourly wage increase for members at the top wage rate. TRAs are calculated by multiplying the TRA amount by the number of hours the member works during the TRA period.

There are two TRA periods. The first is from 8/20/17 to 2/17/18. The second is from 2/18/18 to 8/18/18. Members must be at top rate for the entire TRA period to be eligible for the TRA paid at the end of the TRA period.

All other retail and warehouse members will remain at their current wage rate and will be placed at the corresponding step in the wage schedule. Their PRC (Pre-Scheduled Rate Change)

hours will not be reset. When they work the number of hours required to receive their next wage increase (350, 400, 700, 800 or 1,000 hours as listed in their wage schedule), they will advance to the next step in the wage schedule, and their PRC hours will be reset.

Drivers will move to new wage rates on 8/20/17, as their wage increases are annual, not based on hours worked.

The following examples illustrate how members are impacted by the new wage schedule. See the gold chart for the wage scale used in the first two example scenarios.

EXAMPLE 1:

Dylan is a deli clerk currently at Step 6 earning \$11.85 an hour. On August 20, she has 660 PRC hours, so her wage rate will not change. She stays at the \$11.85 wage rate, which is Step 5 of the 8/20/17 wage schedule, even though she is at Step 6 of the 8/21/16 wage schedule. When she reaches 700 hours, Dylan will move to the \$12.20 wage rate (Step 6 of the 8/20/17 wage schedule), and her PRC hours will be reset. She continues to receive wage increases after working 700 hours, moving to the next step of the 8/20/17 wage schedule. Dylan's movement is shown in blue on the wage schedule below.

EXAMPLE 2:

Ian is a top rate deli clerk earning \$13.25 who has 900 PRC hours. On 8/20/17, since he has over 700 PRC

hours, Ian will move to the \$13.60 rate, and his PRC hours will be reset. Ian's movement is shown in green on the wage schedule below.

EXAMPLE 3:

Beth and Tim are both Food Clerks #407 at \$14.55 top rate. Beth has been at top rate for 800 hours, Tim for 600 hours. The 8/20/17 wage schedule calls for a TRA of \$.40 per hour.

Beth qualifies for the TRA because she has been at top rate for over 700 hours. Her hourly rate remains \$14.55, and her weekly pay will be based on this amount. At the end of the first TRA period, Beth will be paid \$.40 per hour for all the hours she worked between 8/20/17 and 2/17/18. At the end of the second TRA period, Beth will be paid \$.40 per hour for all the hours she worked between 2/18/18 and 8/18/18. Beth will not receive a TRA payment if she leaves the company before the end of a TRA period.

Tim does not qualify for the TRA during the first period because he has not hit 700 hours. He will remain at the \$14.55 wage rate. Provided Tim reaches 700 hours prior to 2/18/18, he will be eligible for the TRA during the second TRA period. Members must be eligible for the entire TRA period to receive a TRA payment.

If you have any questions regarding the new wage schedules, contact your union representative.

DELI CLERK, GM NIGHT STOCKING, FOOD CLERK, CASHIER

	8/21/16	8/20/17	8/19/18	8/18/19
Step 1 – Start	\$10.10	\$10.45	\$10.80	\$11.15
Step 2 – 350 Hours	\$10.45	\$10.80	\$11.15	\$11.50
Step 3 – 350 Hours	\$10.80	\$11.15	\$11.50	\$11.85
Step 4 – 700 Hours	\$11.15	\$11.50	\$11.85	\$12.20
Step 5 – 700 Hours	\$11.50	\$11.85	\$12.20	\$12.55
Step 6 – 700 Hours	\$11.85	\$12.20	\$12.55	\$12.90
Step 7 – 700 Hours	\$12.20	\$12.55	\$12.90	\$13.25
Step 8 – 700 Hours	\$12.55	\$12.90	\$13.25	\$13.60
Step 9 – 700 Hours	\$12.90	\$13.25	\$13.60	\$13.95
Step 10 – 700 Hours	\$13.25	\$13.60	\$13.95	\$14.30