

Quarterly Membership Meeting

April 22, 2021, 7 p.m.

Call in: 571.317.3122
Access Code: 399.826.285

Introduction

Good evening, this is Secretary-Treasurer Dave Way. Welcome to the second quarterly membership meeting of 2021.

During this call, we ask that you self-mute yourself by using *6 and *6 again to un-mute yourself.

At the end of the business, there will be a Q and A session.

To ask a question during the Q and A, press *6 and this will put you in the Q and A queue.

The Executive Board of UFCW Local 951 met last week and reviewed the unions grievance appeals, the finances and operation of Local 951.

Finance

a) The Finance Committee of the Executive Board reviewed and approved:

- The monthly expense reports of officers and staff for the months of December 2020 through February 2021.
- The American Express bills for expenses incurred December 2020 through February 2021.

- The Visa bills for expenses incurred December 2020 through February 2021.
- b) The Finance Department is completing the Financial Audit for 2020 remotely.
- c) The Finance Department has filed the 2020 LM2.

General Executive Board

- a) The Executive Board reviewed and approved the Check Registers from December 2020 through February 2021, the Budget to Actual Report through February 2021, the fourth quarter Trustees Report for 2020 and exceptions to the 2020 Budget.
- b) The Executive Board approved steward appointments for the first quarter of 2021 and settled grievances for December 2020 through February 2021 and heard appeals for the first quarter of 2021.

Politics

- a) Legislative issues in Lansing:
- Local 951 continues to support efforts to repeal Right to Work laws in Michigan, such as House Bill 4175 and House Bill 4176, which were introduced in February by State Representatives Darrin Camilleri (D-Trenton) and Terry Sabo (D-Muskegon). The bill will sit in committee and is not expected to see any action in the immediate future, but we applaud the efforts of two of our strongest labor supporting state representatives.

b) Federal Court Judge appointment:

- President Cakmakci has led efforts to appoint a pro-labor judge to the vacancy for the federal judgeship in the United States District Court for the Western District of Michigan. We are supporting the candidacy of Fillipe S. Iorio, an attorney from Grand Rapids, who is the son of former UFCW 951 counsel, Ted Iorio.
- We have rallied support from every major union, labor council and many pro-labor supportive groups who have submitted letters of recommendation on Fil's behalf, as well as meeting with U.S. Senator Gary Peters to strongly encourage our support of Fil as labor's candidate.

c) American Rescue Plan (ARP) COVID-19 Funds

- President Cakmakci has lobbied the governors' office for the use of state funds awarded through the ARP to provide premium pay for essential workers.

d) Federal Legislation

- What a difference a Democratic President, U.S. House and U.S. Senate can make for labor. There have been numerous bills and executive actions taken that will benefit our membership immediately. I am summarizing key legislation from the first 70 days of the Biden/Harris administration.
- **The American Rescue Plan** - The bill passed in the Senate and will provide:
 - \$1,400 checks for individuals making under \$75,000, married couples making under \$150,000 and per dependent.

- \$300 per week unemployment benefits through September.
- 15% increase in food stamp benefits through September.
- \$3,600 child tax credit per child up to age 5 and \$3,000 per children for ages 6 to 17.
- \$34 billion to bolster the Affordable Care Act's subsidies for two years.
- \$7 billion toward the Paycheck Protection Program.
- \$15 billion towards the Emergency Injury Disaster Loan Program.
- \$350 billion for states, local governments, territories, and tribal governments.
- \$170 billion for K-12 schools and colleges to help students return to the classroom.
- \$47.8 billion toward coronavirus testing, contact tracing and mitigation.
- **H.R. 1 – The For The People Act** is the most significant voting rights and democracy reform in more than half a century. This package will:
 - Fight big money in politics: take on the power of special interest, end dark money and ensure public officials are working in the public interest.
 - Expand voting rights: ensure we have secure, accurate elections and stop voter suppression efforts designed to stop people from voting based on who they will vote for.
 - End extreme partisan gerrymandering: create a non-partisan, open process to draw transparent and fair congressional district maps.

- Hold elected officials accountable: implement tougher ethics laws to ensure elected officials are held accountable.
- **The Protecting the Right to Organize (PRO) Act** is the strongest pro-labor bill introduced in decades in the U.S. Congress.
 - Overall, this bill would level the playing field for labor unions on Right to Work laws as it applies to free loaders and it would strengthen the rights of workers to organize.
 - The Michigan delegation was split by party line 7-7 in the U.S. House on the PRO Act vote and it is now sitting in committee in the U.S. Senate where it is expected to be discussed after the U.S. Senate finalizes their debate over filibusters.

Contract Administration

- a) Grievances
 - The Local currently has 149 pending grievances. So far this year 285 have been settled, discontinued or withdrawn.
- b) Pending Arbitrations
 - None
- c) Settled Arbitrations
 - Meijer #511: The company termed a member for allegedly destroying property. The arbitrator awarded the member to be returned to work with full seniority.

- JBS: The Local withdrew the grievance on overtime pay.

Collective Bargaining

a) Meijer

- Local 951 negotiated a Letter of Understanding (LOU) for Meijer Executive Board members to receive Team Member Day Value (TMDV) credit when attending Executive Board meetings.
- Along with Local 951, Locals 75, 227, 880 and 1059 are meeting with Meijer regarding the 2022 Universal Benefits Agreement.
- Local 951 negotiated a gift of MTeam points for all Meijer members: Less than 10 years = \$100; 10-25 years = \$300 and more than 25 years = \$500 effective March 16, 2021.
- COVID-19: Reached an agreement for \$100 to be awarded to members who receive a COVID-19 vaccination.
- Local 951 negotiated a LOU for Lansing DF 93 and DF 86, allowing part-time members to get a full-time job at DF 85 on second shift.
- Meijer 855 Fresh Assembly bargaining dates have been scheduled for the week ending June 12, 2021.

b) Rite Aid

- Local 951 negotiated a LOU for a Lead Pharmacy Technician with a \$2 per hour premium.

c) Kroger

- COVID-19: Reached an agreement for \$100 to be awarded onto member's loyalty cards for members who receive a COVID-19 vaccination.

- Opener letter was sent to Kroger to begin bargaining in April for the June 25, 2021 expiration.
- Results of the Kroger Collective Bargaining surveys have been tabulated by the board.

d) Hallmark Nursing Home

- Hallmark was sold to Twin Cities Inc. and they have agreed to honor the current 951 contract.

e) JBS

- a. The Local reached an agreement with JBS for \$100 to be awarded to members who receive a COVID-19 vaccination.

Communications, Membership Services and Education

a) Publications

- During the first quarter of 2021, the department continued work on UFCW 951's regular publications – *The Bulletin*, *The Voice of 951*, *The Steward Update* and *The JBS Journal*.

b) Video/Social Media/Texting

- The department was asked to produce an informational video for JBS members to encourage them to get their COVID-19 vaccine. The video was distributed to members via Hustle with a direct link to the local's YouTube channel. Thanks to the video promotion, many JBS members were vaccinated during a vaccine distribution clinic that was held at the plant.
- During the first quarter of 2021, the department regularly used the local's social and electronic media to further communicate important information to

the membership. Our Facebook likes have increased to 3,645 with 3,716 followers; our Twitter followers increased to a total of 645 and we have increased our Instagram followers as well, to 849.

- The department sent 8 different text messages to members during the quarter, pertaining to discounted insurance from TransAmerica, steward information, vaccine information, contract updates, wellness screening information and Foundation Scholarship programs.

c) Education

- With limitations on indoor gatherings still in effect, the decision has been made to once again host a virtual steward conference that will take place this fall. We are excited about the prospect of in-person meetings with stewards in 2022. The department will work on the format and materials to provide an exceptional remote e-learning experience. More details regarding the virtual conference will be given closer to the event.

d) Member Services

- **Coloring Contest**
 - This pandemic inspired program has been extended through June of 2021. The first quarter winners are:
 - **January:** Christopher (Age 9), submitted by member Stephen Ghostley from Meijer #227; Gwendolyn (Age 7), submitted by member Peter Lindberg from Meijer #113; Gregory (Age 9), submitted by member Stacey Webb from Meijer #185).

- **February:** Gabby (Age 10), submitted by member Lisa Campbell from Meijer #44; Maylee (Age 5), submitted by member Courtney Stemkowski from Meijer #250; Rylee (Age 2), submitted by member Chelsi Hatt from Meijer #210.
 - **March:** Avalyn (Age 7), submitted by member Ashley Ferris from Meijer #68; Joseph (Age 4), submitted by member Jose Vasquez Quinonez from Meijer #221; Kyra (Age 14), submitted by member Margaret Cyrbok from Meijer #208.
- **Big Buck Contest**
 - Entries for the Big Buck Tournament have been submitted and winners have received their awards for their biggest buck. The winners are:
 - **1st Place:** Rick Tarnowski from Meijer #279 in Manistee.
 - **2nd Place:** Cody Bruursema from Meijer #180 in Grand Haven.
 - **3rd Place:** Trevor Kirkindall from JLL.
- **Ice Fishing Pike Tournament**
 - Entries for the Ice Fishing Pike Tournament have been submitted and winners have received their awards for their biggest pike. The winners are:
 - **1st Place:** Alex Kleiber of Meijer #293 in Sault Ste. Marie.
 - **2nd Place:** Josh Burgess of Meijer #282 in Alpena.
 - **3rd Place:** No winner as there were only two entries.

- March Madness Bracket Tournament
 - The 7th annual March Madness Bracket Tournament took place during the last two weeks of the first quarter. The winner of the tournament took home a \$300 first prize award:
 - **1st Place:** Matthew Pancost of Meijer #86 in Lansing.
 - **2nd Place:** Michael Monacelli of Meijer #63 in Roseville.
 - **3rd Place:** Scott Savage of Meijer #253 in East Lansing.
- Events
 - With the uncertainty of the pandemic and the safety of our members in mind, we have decided not to hold large group gatherings such as bus trips, sporting event outings, amusement park excursions and zoo trips. We were, however, able to hold a Valentine's Day Giveaway where we gave away a pair of Pistons game tickets (donated to us by the Pistons) to a member via our Facebook channel. We are looking forward to a full calendar of fun, affordable events for members and their family and friends in 2022.
- Foundation Scholarships/Reimbursements
 - The department coordinated the awarding of the first quarter childcare, family enrichment, and educational scholarships during the quarter along with the utility, medical, housing and transportation reimbursement scholarships.
- Membership Matters Give-a-Way

- The Membership Matters Give-a-Way continues to be a great success. Winners of the January, February and March prizes were awarded during the quarter.
- Free Community College
 - The UFCW 951 Free Community College program continues to generate interest amongst the membership. 62 members, or their eligible dependent, are currently enrolled.
- C.A.R.E.S. Grant
 - The C.A.R.E.S. Grant program continues to successfully aid members who have been impacted by COVID-19. In 2020, the UFCW 951 Foundation provided 946 members with aid. So far this year, 127 members have received a C.A.R.E.S. Grant. The C.A.R.E.S. Grant program will continue through June of 2021.
- During the first quarter of 2021, 30 members contacted the community services program for assistance. All of them were able to receive some type of assistance, with members receiving at least \$2,600 in assistance from community, government, or union programs.

e) Social Media

- Be sure to “Like” the UFCW 951 Facebook page and to follow us on Twitter, Instagram and YouTube using the handle, @UFCW951, to stay up to date with the latest union news, photos, and events.

Conclusion

- This concludes the business portion of the meeting; I'd now like to open the floor to your questions and comments.

*To ask a question, press *6, this will put you in the queue to ask a question.*