

Quarterly Membership Meeting

Tuesday, October 18, 2022, 7 p.m.

Dial in Number: (312) 757-3121

Access Code: 970-309-437

Introduction

Good evening. This is UFCW 951 President John Cakmakci. Welcome to the fourth and final quarterly membership meeting of 2022.

During this call, we ask that you 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 queue.

Politics

a) Michigan Ballot Proposals

- The November ballot includes three statewide ballot issues:
 - Proposal 1: Term limit adjustments in the state legislature. A person would be allowed to serve up to 12 years total between 2-year terms in the House and 4-year terms in the Senate. Currently a person could serve six years in the House and eight years in the Senate.
 - Proposal 2: Voter Rights Bill. This would continue to allow non-reason absentee ballots and allow five days for early voting so that all registered voters retain the opportunities to vote. This is important

to Local 951 as members work 365 days a year, 24/7 and need flexibility to vote.

- Proposal 3: Reproductive Freedom. This measure would amend the state constitution to make reproductive freedom a right.

b) Candidate Endorsements

- Local 951 is recommending the following candidates for the upcoming general election on November 8th:

- US House
 - District 3 – Hillary Scholten
 - District 6 – Debbie Dingell
 - District 7 – Elissa Slotkin
 - District 8 – Dan Kildee
 - District 10 – Carl Marlinga
 - District 11 – Haley Stevens
- MI Senate
 - District 14 – Sue Shink
 - District 36 – Joel Sheltroun
- MI House
 - District 3 – Tullio Liberati (i)
 - District 19 – Samantha Steckloff (i)
 - District 25 – Kevin Coleman (i)
 - District 47 – Carrie Rheingans
 - District 48 – Jennifer Conlin
 - District 71 – Mark Zacharda
 - District 75 – Penelope Tsernoglou
 - District 77 – Emily Divendorf
 - District 92 – Anthony Feig
 - District 103 – Betsy Coffia
- Courts
 - Kalamazoo County 9th Circuit Court – Kenneth Barnard

c) Minimum Wage

- Since our last meeting, a much-delayed court decision found the 2018 Republican revision of the minimum wage and Paid Time Off voter referendums were improper. This decision is being appealed. If allowed to stand, it could put the state's minimum wage back to \$15.00 by 2027 and establish state required Paid Time Off levels.
- The minimum wage was increased on January 1, 2022 and went from \$9.65 to \$9.87 an hour. The next scheduled increase will be on January 1, 2023, to \$10.10 an hour. The schedule set by the 2018 legislature is now scheduled to reach \$12.05 on January 1, 2031.

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

- The initial budget for these funds did not include monies for essential workers. Local 951 continues to lobby for the full \$500 million in the governors' budget to be used for essential workers' pay. Recently the local's Secretary/Treasurer Dave Way and Vice President and Political Director Todd Regis, met with President Biden, Governor Whitmer and Lt. Gov. Gilchrist to emphasize the importance of this to UFCW 951 members.

e) Cannabis Age Restrictions

- Local 951 is part of a coalition supporting passage of House Bill 6061, which would allow 18-to-20-year-olds to once again work in the cannabis industry. This age group was allowed to work in the medical cannabis industry, but when adult use was legalized, all employees under age 21 were removed from all operations. This bill may not be decided in this session, but it will be reintroduced in January 2023, and we expect to have a large group of support.

f) Federal Legislation

- **Build Back Better:** Since our last meeting: President Biden signed a version of the original bill. The signed version includes caps on prescription drug prices, a new minimum tax on large corporations and climate energy initiatives.
- **H.R. 1 – The For the People Act and The Protecting the Right to Organize (PRO) Act –** These bills continue to be held up in the US Senate with no new update available since our last meeting.

Organizing Update

- a) Local 95 I is considering all possible opportunities for future cannabis organizing drives in our jurisdiction.

Contract Administration

- a) Grievances
 - The Local currently has 242 pending grievances. So far in 2022, 1,002 grievances had been settled, discontinued or withdrawn.
- b) Pending Arbitrations
 - None
- c) Settled Arbitrations
 - The grievance filed on behalf of Shane Bender at Meijer Distribution Facility #92 for improper termination was settled prior to picking an Arbitrator.
 - The grievance filed on behalf of Alysha McKinley at Meijer #203 for improper termination was settled prior to picking an Arbitrator.
 - The grievances filed on behalf of David Mitchell, Devin Hegler and Steve Stoneburner at JBS for not

receiving holiday pay was settled prior to picking an Arbitrator.

Collective Bargaining

a) Meijer

- UFCW Locals 75, 227, 880, 951 and 1059 signed the Universal Benefits Agreement Health Plan Design Letter of Understanding.
- Local 951 negotiated mid-term wage increases for Grand Rapids Nut Roasting Plant members.

b) Kroger

- Meetings were held regarding new scheduling, time attendance system and new dues processing system.

c) Harding's

- A new contract at West Main (#400) in Kalamazoo was ratified.
 - The contract features updated scheduling language and it will require the company to post the schedule no later than noon each Friday it includes the following Sunday.
 - The contract also features the largest wage increases ever at Harding's.

d) Rite Aid

- More members than ever returned contract bargaining surveys which are being reviewed by negotiators with bargaining scheduled to start in early November.

e) Heritage Provisioning – Battle Creek

- The first cannabis contract for Local 951 was negotiated and ratified.

- The three-year contract guarantees Heritage workers a starting rate of \$15 per hour and top rate up to \$20.50 per hour. Other benefits include paid time off, double time for holidays, health care benefits and a 401K savings plan.
- A second contract is being negotiated for a unit in Stanton, MI.

f) Kroger/Albertson's Merger

Communications, Membership Services and Education

a) Publications

- The department updated materials for all seven of the Foundation Scholarship and Reimbursement programs for 2023. Materials were created for the 2022 Big Buck Contest and Holiday Giveaway, as well as the 2023 Membership Matters Giveaway.
- The department prepared materials and coordinated logistics for the 2022 Bowl-a-thon to benefit the UFCW 951 Foundation.
 - Through four weeks of the event, members have raised over \$61,000 for the Foundation.

b) Video/Social Media/Texting

- During the third quarter of 2022, the department regularly used the local's social and electronic media to further communicate important information to the membership. Our Facebook likes are at 3,872, our Twitter followers increased to a total of 733 and we have increased our Instagram followers as well, to 948.
- The department sent 5 texts messages to a total of 27,003 members during the last quarter informing

members about membership events, contract negotiations and other updates.

c) Member Services/Events

- UFCW 951 Foundation
 - The department coordinated the awarding of the second quarter Child Care, Family Enrichment and Education Scholarships, along with Utility, Medical, Housing and Transportation Reimbursements.
- Membership Matters Give-a-Way
 - The Communications Department awarded Membership Matters Giveaway prizes for July, August and September.
- Detroit Zoo Member Event
 - Members purchased 284 tickets for the Detroit Zoo event. Members enjoyed their day at the zoo and were pleased with the meal vouchers that came with each ticket, which allowed them to choose, when, where and what they ate.
- UFCW 951 Summer Photo Contest
 - Winners were announced for the UFCW 951 Photo Contest. Congratulations to Carl Hoskins from Meijer #47, George Snedden from Meijer #282, Constance Bazy from Meijer #326, Freedom Lee from Kroger #738 and Amanda Winnick from Meijer #43, who each won \$100.
- Community Services Program
 - During the third quarter of 2022, 25 members contacted the community services program for assistance. All but one were able to receive some type of assistance or a referral.

d) 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.*