

Quick Start Guide



Marv Russow, President

Welcome to UFCW 951! Whether you are joining a union for the first time or have belonged to one before, we want you to get the most you can from being a member of UFCW 951 right away. This guide will give you basic information. If you have a question or a comment about your union please contact me directly at 800.999.0951, ext. 155.



Every 3 months, UFCW 951 holds membership meetings at convenient locations throughout the state. Each meeting includes an update on developments affecting the membership. The floor is always open for any and all questions that members may have.

Other meetings are held as needed to discuss contract proposals, explain newly negotiated contracts, lobby government officials or address other matters of concern to the membership. UFCW 951 also holds recreational events for members from time to time. Such meetings and events may be announced on bulletin boards, in the *Update*, via handbills and on the website at www.UFCW951.com.

Quarterly Membership Meetings 2009

UFCW 951's quarterly membership meetings occur on different days for each region. Regions will rotate the day of the week they hold quarterly meetings.

All meetings begin at 7:00 PM

WEST	CENTRAL	EAST
UFCW 951 Headquarters 3270 Evergreen Drive NE Grand Rapids, MI 49525	Causeway Bay Hotel 6820 South Cedar Street Lansing, MI 48911	UFCW 951 New Hudson 30026 Research Drive New Hudson, MI 48165
April 22 July 21 October 19	April 20 July 22 October 20	April 21 July 20 October 21

My Stewards are
name _____ phone _____

My Union Rep is
name _____ phone _____

My Community Service Rep is
name _____ phone _____

Just what is a Union anyway?

A Union is an association that represents the needs, wants and interests of its members at work, in the community and the society at large. It serves its members by negotiating contracts with employers that improve the workplace for all employees. Unions also advocate for government policies that support working families.

The spirit of a Union is expressed in the term **solidarity** which represents the common bond of members with each other and with other workers. That is why Union members often refer to each other as sister and brother.

About 30,000 working men and women all across Michigan belong to UFCW 951. We work at Meijer, Kroger, Harding's, Polly's, Plumb's, Knouse Foods, Rite Aid, Orchard Grove Extended Care Center, Fry Krisp and other employers.

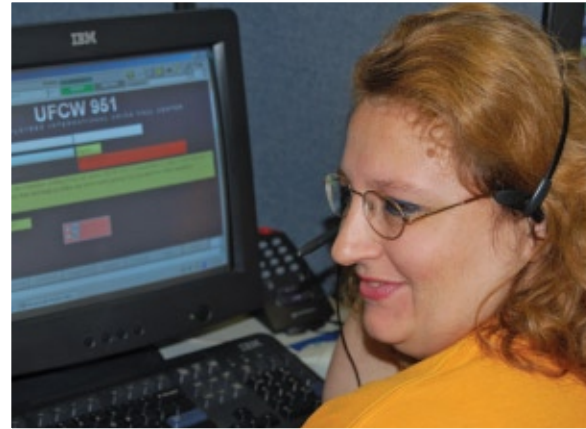
951 assists our members in many ways. We support you in answering questions, solving problems and resolving disputes with employers. We provide health and safety training, offer scholarship opportunities, negotiate discounts for goods and services and help members who face challenges in their life such as a family health emergency.



Have a question? Need some help? Who do I call? Start with your steward.

The whole point of being in a union is that you are not alone. So if you have a problem or a question, the place to start is with your Steward. Every UFCW 951 workplace has a network of Stewards in place. There are more than 500 in all and they receive regular training in how to better serve you, the 951 member.

Stewards are there to help with any kind of problem. Some examples are enforcing the rules and standards defined by the contract, resolving a dispute with your supervisor or getting help with a problem beyond the walls of the workplace. Stewards are the backbone of our Union. As you become more familiar with your Union, we hope you will consider becoming a Steward.



Tell me about dues

About a month after you go to work for most UFCW 951 employers, you will notice a deduction for dues on your pay stub. No dues are collected during the first four weeks. However, you will see double your normal dues amount deducted from your paycheck for the next four weeks. This procedure allows UFCW 951 to avoid the large, up-front initiation fee charged by many other local unions. Dues are calculated according to a *monthly* formula: two hours pay plus \$12 dollars with the minimum \$26.08.

Dues provide the income that takes care of the expenses of running UFCW 951 and the International Union. The basic dues amount is set at the convention of the International Union which takes place every five years. At UFCW 951 we are committed to keeping dues as low as possible.



Member Services

As a member of UFCW 951 you are entitled to many services. The UFCW Local 951 Foundation and the International Union offer accessible scholarship opportunities for members and their dependents. As a member you also become eligible for the Union Plus program which offers a credit card and mortgage loans with attractive rates and policies.

UFCW 951 offers opportunities to obtain a Member Discount Card which provides access to a wide range of discounts at restaurants as well as national and local retail and service providers. You are also eligible for discounts with AAA of Michigan.

UFCW 951 has two full-time Community Service Reps who can assist you with understanding and obtaining member services. Your Steward and your Union Rep can also give you more information about how to obtain these benefits.



How do I find my Steward?

Each workplace has a Union bulletin board. That is a good place to look for news and updates. And the Stewards for your workplace are listed there too.

The name of your Union Rep is there too. Union Rep? What's that? A Union Rep is a full-time staff member of UFCW 951. They work for the 951 membership and they are there to help. You can reach them by calling the office. If you are not connected immediately, we assure you that you will get a timely return call. (Be sure to leave a telephone number and convenient times to reach you.) You can also find out who your Union Rep is on the UFCW 951 website.



**3270 Evergreen Dr. NE
Grand Rapids, MI 49525**

**800.999.0951
www.UFCW951.com**

Your Union Contract

Every UFCW 951 member is covered by a contract that has been negotiated with member input and voted on by those protected by it. The contract sets wages, seniority guarantees, benefits such as health care, pensions and paid time off. It addresses working conditions such as scheduling and job classifications. The contract also establishes a means of resolving disputes known as the grievance procedure.

Copies of the contract that cover your workplace are available from your Steward, your Union Rep or, in some cases, at the UFCW 951 website.



How do I know what is going on?

UFCW 951 makes every effort to keep members informed. We publish a quarterly newsletter that you will receive in the mail. Our website **www.UFCW951.com** offers frequently updated information on new developments. It also has a FAQ section, a place to e-mail questions to your Union and archived material including contracts, past newsletters and other information. UFCW 951 bulletin boards at your workplace also provide important current information.

We also hold regular and special meetings. The schedule for 2009 is listed on the back of this Guide.



Who runs my union?

You do. UFCW 951 is a democratic organization. Members elected the current Executive Board and Officers to three year terms in September 2007. The Board oversees and approves the Union's activities. The officers and more than fifty rank-and-file members like you serve on the Board.

Officers

Marv Russow, President
Larry Radke, Secretary/Treasurer
Karin Hopman, Recorder
John Cakmakci, Executive Vice President
Tamara Vander Ark, Executive Vice President

