

# UFCW 951 BULLETIN

Issue 5 | 07.2011

## United Food and Commercial Workers Union Local 951

The *UFCW 951 Bulletin* is a regular publication of UFCW Local 951, designed to give members a quick update of union news and notice of upcoming events. The flyer is distributed at the workplace by union representatives and is also available on-line at [www.ufcw951.com](http://www.ufcw951.com). To receive e-mail copies of the *Bulletin* during the first week of publication, call the UFCW 951 Communications Department at 1.800.999.0951.

### Cashier Productivity Performance Standards Grievance Settled



During the recent Meijer contract negotiations, agreement was reached on the cashier productivity performance standards grievance which achieves the union's primary goal of protecting cashiers from being disciplined under the current performance program solely for their productivity, and gives the union the opportunity to meet with Meijer prior to their implementation of a revised program.

The agreement means Meijer cannot use the current productivity standard or percentage as the only reason for disciplining a cashier. **Retail members should challenge any discipline issued to them solely on the basis of productivity standards.** Members should immediately request union representation if management attempts to discipline them for productivity issues.

### Point of Service Punching Grievance Resolved

UFCW 951 and Meijer recently signed a Letter of Understanding (LOU) settling the grievance surrounding Meijer's Point of Service punching (POS) system which required cashiers and bakery/deli employees to punch in and out using their index finger on time clocks installed on cash registers. The LOU addresses the problems UFCW 951 and members had with the system as detailed below.

#### POS Problem: Inaccurate time.

**LOU Correction:** Meijer reprogrammed the system to reflect the correct time and visually display the time to the member.

#### POS Problem: Unavailable register.

**LOU Correction:** Bakery and Deli workers will punch in at time clocks. Service department employees will be allowed to punch in at any register, or at a time clock when all the registers are in use.

Anytime a service department employee uses a time clock to punch in, the (OVER)



clock will register a rejected punch, but management will accept the punch as valid.

#### POS Problem: Working off-the-clock.

**LOU Correction:** The POS system required cashiers to punch in before receiving their lane assignment, UFCW 951 maintained this practice constituted off-the-clock work. The LOU requires members to punch in prior to receiving their lane assignment.

#### POS Problem: Index finger not registering.

**LOU Correction:** Members can punch in at a time clock.

### JBS Workers Elected UFCW 951 Representation

Workers at the JBS slaughterhouse and production facility, in southwest Michigan voted to join UFCW 951 last month.

"There has been tremendous support for the union among the JBS workers," John Cakmakci, UFCW 951 Secretary/Treasurer and Organizing Director, said.

"They view the union as their best option to improve their working conditions and bring a sense of fairness to the workplace."

With over 1,000 workers at the plant, the vote represents one of the largest union organizing victories in UFCW 951's history, and the local's third consecutive organizing win.

"Over the last couple of years we have been working hard to get the word out in the community regarding the benefits of UFCW membership," Cakmakci said. "It's exciting to see such positive results to our efforts."

JBS workers have completed contract bargaining surveys and are forming a bargaining committee and negotiations on a first contract are upcoming.



### Just Say "NO" to Recall Petitions

UFCW Michigan is opposed to all current recall efforts and is urging members not to sign any recall petitions. In addition, members are encouraged to help stop the circulation of any recall petitions at their store.

"Recalls are a political tool that should be used in extreme cases and with extreme caution," Marv Russow, UFCW 951's president, said. "Absent these criteria, the current recall efforts are misguided."

Management should be immediately notified if recall petitioners are spotted outside a store as Meijer has traditionally maintained that solicitation by any outside group on company property is strictly against their policy. If Meijer allows the circulation of petitions, members should document the incident and contact the UFCW 951 office immediately.

### Save the Date for UFCW Michigan Holiday Happenings

**Holiday Magic at Crossroads Village:** Friday, December 9, Flint.

**UFCW Michigan Holiday Celebration:** Thursday, December 15, Madison Heights.



Marv Russow, President  
John Cakmakci, Secretary/Treasurer

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