



WANTED Political Activists to Work for the UFCW

In preparation for the critical 2012 election, the UFCW is looking for members interested in taking an extended union leave of two to 10 months to receive political activist training and participate in a variety of political activities.

Ideal candidates will live in targeted political districts and have an interest in politics, feel comfortable talking to members and the general public about politics, have reliable transportation, and the ability to work a varied schedule including some night and weekend work. The UFCW will attempt to schedule members close to their homes, but assignments may involve driving some distances.

Work assignments will include voter registration, leafleting, door-to-door canvassing, phone banking, and attending rallies.

"Working families have a great deal at stake in the 2012 election," Marv Russow, Local 951's president, said. "With Michigan being a key battleground state, the UFCW is looking to build a strong group of political activists to help turn out the vote for President Obama, Senator Stabenow, and other pro-worker candidates."

For more information, or to request an interview for the program, contact UFCW 951's Political Director, Chris Michalak, at 1.800.321.6406 ext. 8644.



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STEWARDS UPDATE



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UFCW 951 to Hold Quarterly Training Sessions

Steward Education a Top Priority for 2012

During 2012, UFCW 951 plans to bolster its steward education program in several ways, including conducting training sessions prior to the union's regularly scheduled quarterly membership and reporting meetings.

"I believe one of the most effective ways to strengthen UFCW 951 is to strengthen our steward group. Stewards are the base upon which this local union is built; with a stronger base, UFCW 951 will be more effective," Marv Russow, UFCW 951's president, said. "There is no better way to create a stronger steward group than to provide them with continuing education."

Since many stewards already attend the quarterly and reporting meetings, the Local felt it made sense to combine the training with these meetings.

"We know our stewards are very busy people. By pairing the training with union meetings they were already attending, we are hoping to make it more convenient for them to receive additional training," Russow said. "We also know stewards enjoy meeting in smaller groups to receive more personalized training, an opportunity these regional

Upcoming Steward Training Sessions

During 2012, UFCW 951 will hold one-hour steward training sessions prior to the union's quarterly and reporting meetings.

All stewards are encouraged to attend the sessions as the training will be appropriate for all stewards regardless of their employer or experience level as a workplace union representative.

Training will begin at 6 p.m. and will end in time for stewards to attend the 7 p.m. union meeting.

Kalkaska	Grand Rapids	Birch Run
January 23, 2012 All Seasons Resort 760 S. Cedar Street	January 26, 2012 UFCW 951 Office 3270 Evergreen Dr. NE	February 1, 2012 Best Western 9087 East Birch Run Rd.
Lansing	Kalamazoo	Woodhaven
January 24, 2012 UFCW 951 Office 3490 Belle Chase Way	January 31, 2012 Holiday Inn West 2747 South 11th St.	February 1, 2012 Holiday Inn Express 21500 West Rd.
Bingham Farms	Brighton	For information, go to www.ufcw951.com. Contact your Union Rep. for training details.
January 25, 2012 UFCW 951 Office 30150 Telegraph Rd.	January 31, 2012 Homewood Suites 8060 Challis Rd.	

training sessions will definitely offer." The educational workshops will also offer stewards the opportunity to improve their skills as a workplace union representative, regardless of their employer or how long they have been a steward.

The Local also plans to conduct

additional trainings to supplement the quarterly sessions where contract and procedural issues that vary by employer will be addressed.

Stewards with suggestions for these sessions should contact Jackie Daugherty at 1.800.999.0951 ext. 101.

Steward Reviews Slated for March

The first of two 2012 steward performance reviews will be conducted in March by UFCW 951 union representatives.

"The reviews are an important part of the Local's overall steward program," Marv Russow, UFCW 951's president, said. "They provide the opportunity for representatives to sit down with their stewards and talk about what is going well and where improvements can be made. They are also a time when stewards can let their representative know what the Local can do to help them become more effective in their work."

In preparation for their performance review, stewards are encouraged to review the Steward Criteria List (below) and to contact their union representative with questions regarding any of the requirements.

UFCW 951 Steward Criteria

Grievance Steward

- ✓ Complete Step 1 filing and meeting training.
- ✓ Accurately file Step 1 grievances and hold meetings.
- ✓ Submit grievances to grievance tracking system.
- ✓ Complete "Steward Basics" review.
- ✓ Introduce self to new members.
- ✓ Join the Active Ballot Club (ABC) and 951 Foundation.
- ✓ Recruit at least one new business for discount program.
- ✓ Distribute union information (such as handbills, pens, and schedule pads) to co-workers.
- ✓ Attend annual steward training.
- ✓ Update union bulletin boards.
- ✓ Attend at least one quarterly or reporting meeting annually.
- ✓ Recruit at least 12 ABC and/or Foundation members.
- ✓ Participate in bi-annual review with union representative.

Community Service Steward

- ✓ Be a contributing member of the UFCW 951 Foundation.
- ✓ Submit quarterly steward reports including six or more UFCW 951 Foundation sign-ups, at least one referral of a business for the UFCW Michigan Discount Program, and identification of members for retiree committees.
- ✓ Attend steward training and seminars.
- ✓ Distribute literature and communicate to members about union events.
- ✓ Attend union meetings including regional, contract proposal or information meetings or events.
- ✓ Maintain regular contact with union representative on workplace issues through phone messages or email.
- ✓ Participate in bi-annual review with union representative.

Misuse of Coupons, Loyalty Cards Results in Job Loss

Members' efforts to save themselves or others money by misusing coupons, rebates or their employer's discount/loyalty cards can have a very costly outcome -- job loss.

"We have had several members at more than one employer lose their jobs for coupon fraud and improper use of loyalty cards," Marv Russow, UFCW 951's president, said. "Some of these were long term members with upwards of 30 years of seniority."

Stewards need to remind members of their employer's policy regarding coupons, rebates and discount/loyalty cards, and that any violation of this policy is a terminable offense.

Members can protect themselves by not using or distributing any coupon that was not issued to them and by not allowing anyone else to use their discount or loyalty card.

"Members need to realize that with all the technology retailers use for security and to track sales, when they get caught for these types of violations the company has all the proof it needs to make a case for justifiable termination," Russow said. "Employers consider these violations theft, an action for which they have zero tolerance."

Even situations where members think they or a customer is being nice and are doing nothing wrong have

resulted in termination.

A member was fired for using a coupon that a customer, who she knew outside of work, gave her. Other members have been terminated for using their personal loyalty cards to secure savings for shoppers they knew who had misplaced their cards.

"In these situations employers don't believe there is such a thing as an honest mistake," Russow said. "Nor do they care how many years of dedicated service a member has provided. Members need to avoid these situations entirely by strictly following company policy."

UFCW 951 Foundation Fundraisers Help Members in Need

Over the years, the UFCW 951 Foundation has been of great assistance to members during their time of need by conducting fundraisers.

"We know that sometimes members need help that falls outside the contract or what the law allows unions to provide to members," Marv Russow, UFCW 951's president, said. "That is where the Foundation comes in. Through the Foundation, we are able to provide direct monetary assistance to members in crisis."

Fundraisers are coordinated by Kim Wilson from the UFCW 951 Community Services Department.

"Stewards should immediately contact Kim when they learn of a member they believe the Foundation should assist with a fundraiser," Russow said. "The Foundation board has established criteria for the conducting of fundraisers. Kim can determine if the situation meets the criteria and begin the fundraising process if appropriate."

Member fundraisers typically involve the sale of a meal and baked goods in the breakroom.

"We need both grievance and community service stewards to promote the fundraisers and help out on the day of the event," Wilson said. "When

Bargaining Continues on First Contracts

First, the good news for workers at Valley City Linen and JBS -- they won their union elections, voting for UFCW 951 representation.

Now, the bad news -- only 38 percent of unions are able to negotiate a first contract one year after the election, and only 56 percent ever achieve a first contract.

Local 951 is working hard to beat

Fundraiser Criteria

In fairness to all members, the UFCW 951 Foundation has established criteria that must be met in order to hold a Foundation fundraiser to benefit a member or non-profit agency.

Eligibility: A member in good standing with UFCW 951 for at least six months.

Fundraisers May be Held for the Following Situations:

- A member has been off work for an extended period of time, or recently returned to work, due to an illness or injury of themselves or a dependent child.
- A member or their dependent child is experiencing an on-going medical condition that results in a loss of income for an extended period of time.
- Death of a member, spouse or dependent child.
- Fire at a member's residence.
- To help 951 members raise funds for a non-profit organization they are supporting through a walk or another type of fundraising action, provided there is a team of members participating in the event and a member is serving in a coordinating capacity with the non-profit's event.

Limit: Members are limited to one benefit fundraiser per calendar year.

we all work together, we are able to provide vital assistance to members in need."

A list of the general criteria to hold a member fundraiser appears above for stewards' review. However, stew-

ards should never commit that the Foundation will hold a membership fundraiser until approval has been received from the Union office.

For more information, contact Wilson at 1.800.999.0951 ext. 137.

these odds and is currently in negotiations with both employers.

"Our goal is to have a first contract at both employers next year," John Cakmakci, UFCW 951's secretary-treasurer and organizing director, said. "At first, Valley City Linen was stalling and delaying contract negotiations. However, they began to bargain in earnest after we

