

Young Worker Committee Forming Group Designed for Members 35 and Under



Local 951 members 35 and younger are invited to take an active role in their union by joining the UFCW Michigan Young Workers Committee. The committee will give younger members an additional avenue to have their voices heard and develop new opportunities for them to enjoy the union advantage.

"Not only is the future of the labor movement dependent upon an active and involved group of young workers, but young workers' futures are dependent upon a strong labor movement," Marv Russow, UFCW 951's president, said. "To help insure a bright future for both groups, we are forming a Young Workers Committee."

The committee will develop fun events and workshops to meet the needs and interests of younger workers.

"I would encourage stewards age 35 and under to join the committee to share your unique experiences and insights regarding the union," Russow said. "Older stewards can help out by encouraging younger coworkers to join the committee and participate in the group's events."

See page two for details of the November 10 Young Workers bowling event. For more information on the Committee, call 1.800.999.0951 ext. 101.



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Agreements Reached on Outstanding Grievances

Cashier Productivity & Point of Service Punching Resolved

UFCW 951 and Meijer recently reached agreement on two outstanding grievances impacting large groups of members.

It is important for stewards to monitor their workplaces to ensure the settlements are being properly implemented by store management.

Cashier Productivity Performance Standards

During the recent Meijer contract negotiations, UFCW 951 and the company reached agreement on the cashier productivity performance standards grievance which was headed for final binding arbitration.

"We are pleased with the settlement," Marv Russow, UFCW 951's president, said. "It achieves our 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 stewards should challenge any discipline issued to a mem-**

ber solely on the basis of productivity standards.

"Stewards should be sure the cashiers at their store know about this grievance settlement," Russow said. "It should give cashiers a level of comfort knowing they can no longer be disciplined under the current productivity standards. Plus, cashiers need to know they must immediately request their steward if

management attempts to discipline them for productivity issues."

Point of Sale Punching

The 2008 grievance regarding Point of Service (POS) punching was recently settled with a Letter of Understanding (LOU) between UFCW 951 and Meijer.

The POS system required cashiers See **Grievances on the next page**



Meijer Benefits Open Enrollment October 27 - November 11

To receive health benefits in 2012, members working at Meijer must complete the open enrollment process by November 11, 2011.

Members received an Open Enrollment Announcement from Meijer. However, all open enrollment materials, including members' health plan options and costs, can be found on-line at MyInfo and on mBenefitsConnect. Published materials will also be available in units. Members with questions about the open enrollment process or options should contact the Meijer Benefits Contact Center at 1.800.346.8281.

Stewards are encouraged to remind members, especially newer members, to complete the enrollment process.

"For many members, open enrollment has become routine. But for newer members or members who have just qualified for benefits, this is a different process, and one they can't afford to miss," Marv Russow, UFCW 951's president, said. "All members, even those who are making no changes or who recently enrolled for benefits, must complete the open enrollment process by the November 11 deadline."

Stewards Needed to Help Implement Grievance Settlements

Grievances, from the previous page

and deli department workers to punch in and out at a time clock installed on cash registers. Cashiers were required to punch in after getting their lane assignment.

The LOU addresses the problems UFCW 951 and the affected 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 clock will register a rejected punch. Management, however, will accept the punch as valid.

POS Problem: Working off-the-clock.

LOU Correction: UFCW 951 maintained that requiring cashiers to punch in after receiving their lane assignment 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.

"We feel this is a fair settlement," Marv Russow, UFCW 951's president, said. "Members will no longer be forced to work off-the-clock or face discipline because of flaws in the original POS system. Members will also know the exact time they clock in and

out, and will no longer have any doubt as to whether the system identified them late for work."

Stewards can assist in the implementation of the LOU at their store by making sure cashiers are punching in before getting their lane assignment, and bakery and deli workers are using time clocks to punch in.

Stewards should also explain to cashiers using time clocks that despite the clock indicating the punch was rejected, it will be accepted by management.

"With the assistance of stewards, I am confident we can educate members about the positive changes required by the letter of understanding and have members quickly make the transition to the new and improved system for clocking in and out," Russow said.



UFCW Michigan Young Workers Cosmic Bowling

Thursday, November 10
Star Lanes @ Emagine
Royal Oak
6 to 9 p.m.

UFCW 951 members and their guests ages 15 to 35 are invited to bowl the night away and meet with their fellow young workers. The discounted \$12 UFCW ticket includes three hours of bowling, shoe rental, pizza, salad, popcorn and pop.

Pre-registration by November 2 is required. Registration forms are available from union representatives, the UFCW 951 office, and at www.ufcwlocal951.com.

Be on the Look Out for Recall Petitioners

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 Meijer store.

"Meijer has traditionally maintained that solicitation by any outside group on company property is strictly against their policy," Russow said. "Under that policy, recall petitioners would be barred from circulating petitions at Meijer."

If Meijer allows the circulation of petitions, stewards should document the incident and contact the UFCW 951 office immediately.

"We need to know if Meijer is allowing a group to solicit outside their store," Russow said. "This information could be very useful in the future."



JBS Workers Elect 951 Representation

Earlier this month, workers at the JBS slaughterhouse and production facility, located just south of the city of Plainwell, voted for 951 representation in an effort to improve working conditions at the plant.

The vote ends the workers' two-and-a-half month union organizing campaign.

"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."

Among the workers' complaints were unjust terminations, unsafe working conditions and an unfair compensation system where new employees earn more than workers with upwards of 15 years of seniority.

"Our efforts will now turn to negotiating a first contract with JBS that addresses the workers' concerns," Cakmakci said. "We are confident the union and the company can work together to achieve an agreement that is fair and balanced, and are looking forward to establishing a productive, long-term relationship with JBS."



JBS workers and UFCW organizers celebrate after the successful conclusion to their union organizing campaign.

By electing UFCW representation, the approximately 1,000 workers at the West Michigan JBS

plant will join with 28,000 other JBS workers and 250,000 meatpacking and poultry workers across the

country who already enjoy the benefits of UFCW union representation.

Valley City Linen Workers Need Your Help

Valley City Linen workers persevered through their employer's fierce union busting campaign to elect UFCW 951 representation earlier this year. Unfortunately, the employer is continuing its union busting tactics, stalling and delaying contract negotiations.

"From their approach to contract negotiations, it's

clear that Valley City Linen is intent on denying its workers the union representation they elected," John Cakmakci, UFCW 951 Secretary/Treasurer and Organizing Director, said. "We are filing charges where appropriate, but also plan to educate the public and Valley City Linen's customers about this employer's

anti-worker, and potentially illegal, practices."

The Grand Rapids-based company has customers across the state, including numerous restaurants, hotels, hospitals and resorts, where UFCW 951 will conduct informational leafleting. Stewards interested in helping leaflet should call the union office at 1.800.999.0951.



UFCW Michigan Day at Ford Field Sunday, November 20 beginning at 11 a.m.

Join UFCW Michigan for a full day of football fun as the Detroit Lions take on the Carolina Panthers. The reduced rate \$60 UFCW ticket includes admission, round trip bus transportation from the Local 876 union hall in Madison Heights, and an all-you-can-eat lunch -- an \$83 value!

Tickets are limited and will be sold on a first come first serve basis. In fairness to all members, there is a two ticket limit per member. Ticket order forms are available from union representatives, the UFCW 951 office, and at www.ufcw951.com.