

Your Workplace May Have Won a Free Lunch! UFCW 951 Foundation Drive Winners Announced

Nine units, three in each of UFCW 951's geographic regions, will be recognized at special luncheons for their outstanding participation in the UFCW 951 Foundation's current membership sign-up drive. Thanks to members' generous donations, the Foundation is well on its way to reaching its goal of having 15 percent of the membership participate in the Foundation.

The Voice of 951

Fall 2011

Meijer Members Ratify New Contracts, Benefits Agreement

Last spring, UFCW 951 and three other UFCW locals entered into negotiations with Meijer over the terms of a new Universal Benefits Agreement, which includes non-

the other locals had contracts expiring in 2012), provided they were completed by the deadline required to produce their open enrollment materials.

would be no guarantee that the plan would be healthy."

Many tough decisions were made in pension and other areas, but in the end UFCW 951 was successful in negotiating agreements that meet members' bargaining goals of wage increases, affordable health insurance, a reduction in the fringe day average qualifier, increased paid time off and retirement protections.

"It's great when you can leave

the bargaining table with contracts that meet the goals members established for the negotiations," Russow said. "Securing wage increases, health insurance improvements and other contract gains in these difficult economic times was tough, but in the end we were able to bargain agreements that work for all members."

Becky Aguilar, a steward from Meijer #226 agreed.

"I was expecting the worst when I first took a look at the contract changes, especially the way the economy is right now, but I really like what UFCW Local 951 has done with the new contract."

The contracts take effect March 4, 2012, and vary in duration from 53 to 61 months. The Universal Benefits agreement is a five year pact expiring December 31, 2016.

"I was expecting the worst when I first took a look at the contract changes, especially with the way the economy is right now, but I really like what UFCW Local 951 has done with the new contract."

Becky Aguilar, Meijer #226

wage economic compensation including pension, health insurance and paid time off.

In late August, the union left the bargaining table with not only a tentative Universal Benefits Agreement but new Retail, Distribution Center, Transportation, and Retail Property Management and Services Contracts as well.

In early September, all of the agreements were approved by the membership.

UFCW 951 entered the Universal Benefits negotiations with the intent to only bargain that agreement. However, as negotiations progressed the need to negotiate the master agreements at the same time became evident.

"Meijer made it very clear that benefit improvements would come at the expense of future wage increases," Marv Russow, Local 951's president and chief union negotiator for the talks, said. "We absolutely wanted to negotiate benefit improvements, but we didn't want those gains to limit our ability to negotiate the base rate increases members identified as their top goal for their 2012 contract negotiations."

Meijer agreed to open the negotiations up to include the UFCW 951 contracts (none of

"Meijer's deadline left us less than a month to complete the negotiation and ratification process, but we went for it," Russow said. "We knew the negotiations would need to be expedited, but they represented our best opportunity to achieve an improved and balanced package that would meet the needs of all members."

From the onset, the Local was dealing with some very difficult bargaining conditions.

"Several factors, including Michigan's sluggish economy and high unemployment, combined to make these very tough negotiations from day one," Russow said. "Negotiations were also complicated by rising HMO costs and the uncertainty surrounding the implementation of the federal health care legislation."

However, one of the greatest challenges to the negotiations was the hundreds of millions of dollars Meijer has paid, and is projected to pay, to fund the pension plan.

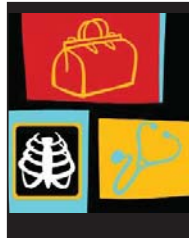
"The Meijer pension plan was hit very hard by the poorly performing stock market," Russow said. "It took a catastrophic hit a couple of years ago that for all practical purposes it could never recover from. Maintaining the pension plan would take years of wage freezes, and then there

JBS Workers Seek UFCW 951 Union Representation



An election for UFCW 951 union representation will be held October 19 for the workers at the JBS workers in Plainwell.

A large portion of the 1,200 workers at the beef processing plant signed union representation cards believing union representation will put an end to the unjust terminations, unsafe working conditions, and unfair compensation system where new employees are earning more than workers with upwards of 15 years of seniority.



Mandatory Enrollment for 2012 Healthcare Benefits Ends October 13, 2011

Eligible members working at Fry Krisp, Harding's, Kroger and Plumb's must enroll for 2012 health benefits by October 13, 2011. Enrollment can be completed using materials sent to members' homes or online at www.mufcwbenefits.com. For more information, call the Fund office at 1.800.322.8190.



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Inside

President's Message.....Page 2
 Right-to-Work.....Page 2
 Kroger Contract Update.....Page 2
 Workers Need Your Help.....Page 2
 Members Speak Out.....Page 3
 Foundation Contest Winners.....Page 3
 Contract Quiz.....Page 4
 Membership Meetings.....Page 4

Membership Committees Key to Meijer Contract Implementation



Marv Russow

If you told me six months ago that by the middle of September 2011 our contract negotiations with Meijer would be completed, I would have never believed you.

As I have stated, we entered the Universal Benefits negotiations with the sole purpose of bargaining that agreement. Only when it became clear that those negotiations had the potential to negatively impact our upcoming Meijer contract negotiations that we decided to pursue bargaining the contracts along with the Universal Benefits Agreement.

I believed then, and I still believe now, that it was the

best decision for UFCW 951 members. Had we not seized that opportunity, it is unlikely we would have left the contract negotiations in 2012 with base rate wage increases.

Some members have expressed concern regarding the limited time frame during which the contract negotiations were conducted. I want to take this opportunity to ease your concerns. Instead of rushing through negotiations on complicated issues, or postponing discussions on these issues until

and test procedures, making adjustments to fine tune the process before implementation.

The committees will provide members with the opportunity to weigh-in on issues that would have been referred to a membership bargaining committee during typical contract negotiations. We understand that members are the best source of information and ideas on how new systems will work in the units. The committee and implementation process we have outlined ensures that members'

"Instead of rushing through negotiations on complicated issues, or postponing discussions on these issues until the next negotiations, the new contract requires that committees composed of both union and company representatives be established to thoughtfully review these important issues."

the next negotiations, the new contract requires that committees composed of both union and company representatives be established to thoughtfully review these important issues.

The committees will establish

expertise will be utilized.

There are several areas where we intend to form committees, and have identified the three issues that will be the focus of the initial committees. Members will serve on a safety committee,

cashier initiative committee and "super clerk" committee.

The Safety Committee will be charged with reviewing the current safety committee process and making recommendations to improve their effectiveness.

The Cashier Initiative Committee will explore the possibility of creating a recognition for cashiers who excel at their job.

The "Super Clerk," or TM Development Committee will work to identify and establish the proper training and education needed for clerks to work in multiple departments.

While the initial committees may only consist of a few members, additional members will be involved in the process and have the opportunity to provide feedback and suggestions as the new procedures are tested in select units.

"The committees will provide members with the opportunity to weigh-in on issues that would have been referred to a membership bargaining committee during typical contract negotiations."

Members should watch the Local's publications for updates on the committees' progress.

With bargaining completed, I am looking forward to the implementation of these and future committees as we continue to work towards improving the working conditions, job opportunities, and compensation for all members working at Meijer.

Right-to-Work is Wrong For Michigan

Since gaining control of the Michigan Legislature in January, Governor Rick Snyder and his fellow Republicans in Lansing have waged an all out assault on middle class families.

"Republicans in Michigan and other parts of the country are promoting the agenda of their wealthy corporate donors and using the worst economic crisis since the Great Depression to attack seniors, students, poor families and dedicated workers," Marv Russow, Local

951's president, said. "When you look at the actions of the Republican Legislature, you will see they have nothing to do with the jobs they promised, and everything to do with helping corporations and the wealthiest among us become richer and more powerful at the expense of everyone else. As an organization we try to be nonpartisan, but these types of actions make it difficult."

Since Labor Day, many in the Republican Party have

strengthened their push to turn Michigan into a right-to-work state either through a legislative vote or ballot initiative.

"Right-to-work supporters and their friends in the media are distorting the truth about right-to-work," Russow said. "It is important UFCW 951 members understand the reality of right-to-work and share the facts with others."

The following facts show why right-to-work is wrong for Michigan.

The Numbers Tell the Truth About Right-to-Work

Right-to-Work Means Lower Wages.

- In 2009, the average yearly wage for all Michigan workers was \$4,476, more than workers in right-to-work states.
- Michigan manufacturing workers earn an average of \$9,922 more per year than manufacturing workers in states with right-to-work laws.

Right-to-Work Means More Dangerous Workplaces.

- Workers in right-to-work states are twice as likely to be killed on the job.
- When workers in right-to-work states are injured on the job, the maximum weekly Workers' Compensation benefits they can receive is \$119 less than workers receive in Michigan.

Right-to-Work Means Less Health Insurance and Pension Coverage.

- In 2009, people in right-to-work states were 20.8 percent more likely to be uninsured than Michigan residents, and children in those states are 85 percent more likely to be uninsured than Michigan children.
- Workers in right-to-work states are 13.6 percent less likely to have a pension than Michigan workers.

Right-to-Work Means Less Investment in Education.

- Right-to-work states spent an average of \$2,192 less per student for the 2008-2009 school year than we did in Michigan.

Right-to-Work Does NOT Increase Employment.

- Oklahoma, the last state to pass right-to-work legislation, saw unemployment increase dramatically after passing the law.
- North Carolina, a right-to-work state, suffered an 11 percent greater manufacturing job loss than Michigan between 1994 and 2005.

Right-to-Work Means Less Tax Revenue for our Communities.

- It is estimated that right-to-work would take \$21 billion from Michigan's tax base, which means higher taxes and/or fewer public services.

SOURCES: Bureau of Labor Statistics, Corporation for Enterprise Development; Elise Gould, Employer-Sponsored Health Insurance Erosion Accelerates in the Recession—Public Safety Net Catches Kids but Fails to Adequately Insure Adults, Economic Policy Institute, Nov. 16, 2010; Economic Policy Institute, U.S. House Ways and Means Committee, U.S. Census Bureau.



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's 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. Members interested in assisting in the leafleting should call the union office at 1.800.999.0951.

Record Number of Kroger Contract Surveys Returned

A record number of Kroger members took the time to complete and return their contract survey, sending a strong message to their union and employer that they are very interested in their upcoming contract negotiations.

"I would like to thank all the members who completed a survey and the stewards who worked so hard to achieve this excellent response rate," Marv Russow, UFCW 951's president, said. "This is a critical step in the bargaining process. It provides members with a voice in their negotiations, gives the union an accurate view of members' goals for the talks, and lets the employer know workers are engaged in the process."

UFCW 951 has compiled the survey responses and will be meeting with stewards to review these results before entering

formal negotiations with the company.

"It's really quite simple. Local 951 Kroger members who work in central Michigan want the same contractual guarantees Kroger workers in eastern Michigan enjoy under the terms of the UFCW Local 876 contract," Russow said. "Local 951 Kroger members know their stores are doing well. They have also seen Kroger sink large sums of money into their stores in recent remodels and believe the time is right for Kroger to invest in the workers who make the stores profitable. They just want what other Michigan Kroger workers have, which I think is reasonable."

The current Local 951 Kroger contract covering approximately 1,000 workers at 11 stores expires October 22, 2011.

A Day in the Life of ...

Robin Campbell, Politically Correct



"I think it's a good thing for everyone to be at least a little politically active, so we'll be able to make better decisions about our future." -Robin Campbell

When you think of someone who holds

political office, you may picture a business man, dressed in a suit and tie, or an Ivy League attorney hungry for power.

You probably don't picture your local meatcutter, UFCW 951 member, and one-time wrestling coach, but that's exactly who was elected as a Trustee on the Merrill Village Counsel: Robin Campbell, from Kroger #738.

Campbell has worked as a Journeyman Meatcutter at the Saginaw store for nearly 20 years, serving on the UFCW 951 Executive Board for 10 of those years.

Campbell, a humble man who

strikes you as both shy and polite, has been cutting meat since 1971. It's something he's good at and even does in his free time, helping hunters process their deer.

Campbell was appointed to his first term as Trustee and was recently then re-elected for a second term. In his capacity as a Trustee, Campbell oversees the business of the community of Merrill, making sure that the bills are paid and verifying the city's purchases.

Campbell says he really enjoys politics and his role as a Trustee.

"I have learned so much over the years through being active in UFCW 951," he said. "I participated in the UFCW Lobby Days, and those have opened my eyes a lot."

Campbell recently had the chance to sit down with State

Senator Roger Kahn, M.D. to discuss his feelings on right-to-work. He started the conversation by telling the senator of his concerns.

"I told the senator that right-to-work scares me. I'm afraid this legislation will cost many their jobs. Members may also lose their wages and benefits," he said. "I told him how I've talked to others who are from right-to-work states, and how I've seen first hand how it could hurt us here in Michigan."

Campbell encourages his fellow members to stay active in politics.

"I think it's a good thing for everyone to be at least a little politically active," he said. "So we will be able to make better decisions about our future."

When Campbell is not busy with work or politics, he spends his free time golfing, boating and remodeling the home he shares with his wife of 38 years.

UFCW 951 Members Speak Out

"Why is Right-to-Work Wrong for Michigan?"



"I moved to Michigan because I didn't want to live in Alabama where they have right-to-work. The states with right-to-work have higher unemployment and lower wages."

Annette Hill, Meijer #109

"It comes down to our legacy and what we leave behind for our children. Right-to-work will set a foundation which will leave our children with less."



Jim Kucharzyk, Meijer #221



"I feel as if we are already struggling as it is, and having UFCW 951 as our voice is beneficial. Losing our voice lowers our wages and our benefits. Right-to-work is part of big business agenda to take our voice away."

Mark Timmerman, Meijer #36

"Right-to-work will drive down wages and benefits. People aren't going to be able to live."

Jackie Stokes, Meijer #227



"Right-to-work means lower wages. I just bought a home and my wife has a baby on the way. To me, right-to-work means not being able to support my family."

Gary Walker, Meijer #158

Show Your Union Pride

We're proud of our union and want you to be, too!

That's why UFCW 951 recognizes members who wear their UFCW 951 buttons, badge holders, or pins.

Union representatives and officers visit two units every month in each of the local's three regions and award the first member they see wearing one of these items a Union Pride prize package.

Winners receive a UFCW 951 t-shirt and a \$25 gift card. They also have their photograph displayed on the union bulletin board.

UFCW 951 buttons, badge holders and pins are available from union representatives.



Linda Laarman, Meijer #47, Union Pride winner.

Congratulations Foundation Luncheon Winners!

UFCW 951 will hold recognition luncheons for the winners of the UFCW Local 951 Foundation Sign-up Drive which was announced in late June. The Meijer Retail and Non-Meijer Retail unit in each of the local's three regions with the highest sign-up will be rewarded, along with the most improved unit in each region. Congratulations to the winners, and thank you for your role in assisting your fellow members through the Foundation!

East Region Winners

Highest Meijer Retail: Meijer #231
Highest Non-Meijer Retail: Newport DC
Most Improved: Meijer #54

Central Region Winners

Highest Meijer Retail: Meijer #56
Highest Non-Meijer Retail: Kroger #852
Most Improved: Meijer #209

West Region Winners

Highest Meijer Retail: Meijer #251
Highest Non-Meijer Retail: Rite Aid 4239
Most Improved: Meijer #257

Save the Date!

Upcoming Union Events

Halloween Party

October 26, 2011

Madison Heights

Crossroads Village

December 9, 2011

Flint

Holiday Celebration

December 15, 2011

Madison Heights

For more information, contact your union representative or go to www.ufcw951.com.

951 Members Win Big in ABC Raffle



\$100 winner Cathy Atwood, Meijer #199



\$1,000 winner Gloria Carlson, Meijer #221, pictured with union representative Jean Cook



\$100 winner Joe Platte, Meijer #52

Three UFCW 951 members were winners in the third annual UFCW Region 4 Active Ballot Club (ABC) Raffle. One UFCW 951 winner, Gloria Carlson from Meijer #221, won the grand prize of \$1,000.

"I like to support UFCW 951 and their political purposes in order to fight against right-to-work; that's why I buy ABC raffle tickets," Carlson said. "I plan on doing something fun with this money, but I also plan on putting a little toward my grocery bills as well."

The two other winners, each taking home \$100, were Cathy Atwood from Meijer #199 and Joe Platte from Meijer #52.

The ABC is bipartisan, supporting candidates who stand up for workers, regardless of their political affiliation. When it comes to legislation, the ABC deals exclusively with workers' issues, such as minimum wage, health care reform, right-to-work, job creation, and health and safety issues, and does not get involved with personal issues such as gun control.

UFCW 951 members can join the ABC by agreeing to donate 50 cents per week through payroll deduction. ABC authorization forms are available from union representatives and stewards.



Members Enjoy UFCW Michigan Day at the Toledo Zoo



Lions and Tigers and Bears... Oh My!



Over 420 people attended UFCW Michigan day at the Toledo Zoo on July 27. In addition to complimentary parking, members enjoyed a picnic lunch included in their UFCW ticket package. "UFCW 951 is committed to providing members with money saving opportunities to enjoy time with their family," Marv Russow, UFCW 951's president, said. "From all of the positive comments I heard from members, I'd say the day was a great success!"



Looking Out for Your Legal Interests!

When you'd like to talk to a lawyer about a personal matter, your union benefits make it easy, affordable, and often FREE! Just a phone call or mouse click away, Union Plus Legal Services can point you to more than 2,000 law offices in all 50 states that offer discounted legal services to union families. Just contact the attorney of your choice, mention the Union Plus Legal Service, and take advantage of these valuable benefits!

FREE Initial Consultation

Get up to 30 minutes of advice about almost any personal legal concern in person or over the phone.

Free Follow-Up Services

If the attorney thinks making a phone call or writing a letter will resolve your problem, it will be done for free!

FREE Document Review

Gain the added protection of a "legal look" at your leases, insurance policies, contracts and other personal papers.

For more information visit: UnionPlus.org/Legal or Call: **1.888.993.8886**

Contract Quiz: Test Your Right to Representation Knowledge

True or False?

If your request for union representation during an investigatory interview is refused, charges may be filed.

True: The United States Supreme Court has ruled that the National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors,

security personnel, and other managerial staff. This right to representation is often referred to as Weingarten Rights.

An investigatory interview occurs if 1) management questions you to obtain information and 2) you have a reasonable apprehension that your answers could be used as a basis for discipline or other adverse action.

You must ask for union representation either at the beginning of or during the

interview. Management does not have to remind you of this right.

If your request for representation is refused and management continues asking questions, you may refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

If you think your rights have been violated or have questions regarding your right to representation, contact your union representative at 1.800.999.0951.

UFCW 951 Quarterly Membership Meetings

Meetings occur on different days for each region. Regions will rotate the day of the week they hold Quarterly Meetings. Membership meetings are one way you can ask questions, get involved and hear what's going on with your employer, your industry, and your Union! **All meetings begin at 7:00 p.m.**

East

UFCW 951 Office
30150 Telegraph Rd., 3rd floor
Bingham Farms, MI 48025
October 17, 2011

Central

UFCW 951 Office
3490 Belle Chase Way (lower level)
Lansing, MI 48911
October 18, 2011

North

All Seasons Resort
760 S. Cedar Street
Kalkaska, MI 49646
October 19, 2011

West

UFCW 951 Office
3270 Evergreen Dr. NE
Grand Rapids, MI 49525
October 20, 2011

Reporting Meetings Follow up on Quarterly Meetings

At Reporting Meetings, you will hear reports on the topics discussed at the Quarterly Membership Meetings. **All meetings begin at 7:00 p.m.**

Kalamazoo

Holiday Inn West
2747 South 11th St.
October 25, 2011

Brighton

Homewood Suites
8060 Challis Rd.
October 25, 2011

Birch Run

Best Western
9087 East Birch Run Rd.
October 26, 2011

Woodhaven

Holiday Inn Express
21500 West Rd.
October 26, 2011

For directions and more information, go to www.ufcw951.com

Helping Working Families.



2012-2013

Scholarship Applications Available

The 2012-2013 UFCW Local 951 Foundation scholarship applications are now available.

The Foundation will award 19 \$2,000 scholarships and five \$400 textbook scholarships to eligible members or their dependent children attending a college, university, community college, or post-high school vocational program.

To be eligible for a Foundation Scholarship, the student or student's parent must be a UFCW 951 member for at least one year as of March 30, 2012, and remain a member in good standing during the entire academic year. Students will not be disqualified or found ineligible for medical, educational or military leaves of absence.

Scholarship winners will be selected by a panel from the Wayne State University Labor Studies Department. Winners will be notified by the UFCW Local 951 Foundation.

Previous UFCW Local 951 Foundation scholarship winners of \$1,000 or more are not eligible for a 2012-2013 scholarship. Relatives of UFCW 951 staff or the UFCW Local 951 Foundation Board of Directors are also ineligible to receive a Foundation Scholarship.

Scholarship applications, with essays, must be received by the UFCW Local 951 Foundation by **March 30, 2012.**

This year's essay must be 250 words or less on the following topic:

How have I/my family benefitted from being a part of UFCW 951?

Scholarship applications are available from stewards, union representatives, the UFCW 951 website at www.ufcw951.com, and the UFCW 951 office at 1-800-999-0951.