

BULLETIN

Issue 48 06.01.09

United Food and Commercial Workers Union Local 876

The *UFCW 876 Bulletin* is a bi-monthly publication of UFCW Local 876 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.ufcw876.org. If you would like to receive an email copy of future *Bulletins* during the first week of publication, call the Local 876 Public Relations Department at 1-800-321-6406.

PROTECT YOURSELF WHEN DISCIPLINED OR WRITTEN-UP BY MANAGEMENT

Being disciplined at work is an unsettling experience, but members can minimize the impact of the discipline, and possibly have it removed from their record, by following a few simple guidelines.

#1: Ask for union representation.

All members have the right to union representation during disciplinary conversations with management or security personnel. However, this right, known as the “Weingarten Right” is not automatic. Employers are not required to inform members of their Weingarten Rights, it is the members’ responsibility to ask for their steward to be present. Members can choose to exercise their Weingarten Rights at any time during the meeting, and should stay in the room but remain silent if management denies their request for union representation.

#2: Sign write-ups, but include your challenge to the information presented.

Many members falsely believe refusing to sign a discipline is the best strategy for dealing with a situation, when just the opposite is true. Members should view signing a write-up as their opportunity to challenge its validity. A statement as simple as “this write-up is improper and incorrect” followed by their signature will add validity to a member’s case in future grievance meetings.

Unsigned write-ups work to management’s advantage in grievance meetings where the company will present the unsigned document as evidence against the member, claiming it must be accurate since it was unchallenged.

Members who request union representation rarely make the mistake of refusing to sign a write-up.

(OVER)

JOIN YOUR UNION AT UPCOMING MEMBERSHIP EVENTS

Local 876 has a packed calendar of events. From educational workshops to family fun days, your union offers a variety of free and low-cost events across the state. Below is a list of upcoming events. For more information on any of these events, contact the Local 876 office at 1-800-321-6406.

Retirement Planning Workshop, June 17 & 24-- Madison Heights, Michigan: The UFCW Local 876 Retirement Services Center is hosting a workshop for members thinking about retirement or looking for a second opinion regarding their current retirement plan. The workshop will be held at the Local 876 union hall from 6:30 p.m. to 8:30 p.m. and is free to all Local 876 members and their spouses.

Detroit Tigers vs. Chicago Cubs -- A Local 876 Young Workers Committee Event, June 24 -- Detroit, Michigan: The Local 876 Young Workers Committee has secured a limited number of tickets to see the Detroit Tigers take on the Chicago Cubs June 24 at 7:05 p.m. For this event, \$26 infield upper box seats are being offered to all members for only \$10. There is a two-ticket limit per member.

UFCW Michigan Day at Michigan’s Adventure, July 28 -- Muskegon, Michigan: Local 876 and 951 members, along with their family and friends can enjoy a day at West Michigan’s popular amusement ride and water park -- Michigan’s Adventure. The special UFCW \$21 ticket per person (children under two are free) ticket package includes admission to both parks, parking and a \$10 food voucher. Ride park hours are 11 a.m. to 9 p.m., and water park hours are noon to 7 p.m.

UFCW Michigan Day Golf Outings, August 17 -- Freeland and September 30 -- Sterling Heights: Local 876 and 951 members, along with their family and friends are invited to participate in membership golf outings held at Beech Hollow Golf Course in Freeland and Maple Lane Golf Club in Sterling Heights. Each outing has a \$50 per golfer fee which includes continental breakfast, 18 holes of golf with a cart and dinner.

Other Upcoming Events: New Hudson Back to School Family Fun and Safety Day, Madison Heights Halloween and Holiday Family Celebrations.

Local 876 is committed to expanding its membership events and is taking suggestions for future events. If you have a suggestion for an event, or a venue in your area you believe members would enjoy, contact the Local 876 Public Relations Department at 1-800-321-6406.

 **1-800-321-6406**

Roger Robinson

President

Rick Blocker
Secretary-Treasurer

George Misko
Recorder