

New Local 876 Hearing Benefits Program

Local 876 has partnered with Hearing Care Network, LLC to provide all active and retired members and their immediate family with the first ever UFCW Local 876 Hearing Benefits program offering free and reduced rate, high quality hearing testing and hearing aids through including:

Savings of up to 55% on all Siemens Hearing Aids Including Free:

- 30-Day Trial
- Two-Year Full Manufacturer Warranty
- Two-Year Accidental Loss and Damage Insurance
- Remakes of any Custom Product for One Year
- Directional Microphones
- Wax Guards, Battery Door & Tubing Replacement
- Biannual Hearing Aid Clean and Check
- In-house Normal Maintenance

Free Comprehensive Hearing Aid Services Including:

- Annual Hearing Aid Test
- Annual Hearing Aid Programming
- Annual Hearing Aid Analysis
- Biannual Otoscope Ear Canal & Ear Drum Exam

A list of hearing benefits providers appears in the summer *Advocate*, and is available from the Local 876 office. For information on benefits, call 248-673-2900.

The Steward Edition Feature "Labor's Language: Glossary of Union Terms" was completed in May. Beginning in June, it was replaced with the new "Help Spread the Word" spotlight. This space will be devoted to issues deserving stewards time and attention. Local 876 urges stewards to share the information included in the "Help Spread the Word" feature with their coworkers.



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UFCW 876 STEWARD EDITION

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Labor Liaisons Link Members to the Assistance they Need

Help for Union Members During Tough Times

From time to time, everyone needs assistance with life's difficulties. Recently, due to the state's on-going economic downturn, the number of people seeking help with a variety of financial and personal issues has dramatically increased.

"We all know people who are struggling with financial and personal issues, many of whom never thought they would find themselves in the situation they are in," Roger Robinson, Local 876's president, said. "People need help but they don't know where to turn. Fortunately, for union members United Way Labor Liaisons work throughout the state and part of their job is to provide information and referral services to union members needing assistance."

The Labor Liaisons can help link members with agencies designed to assist them with a wide range of issues including food, clothing, shelter, utilities, home foreclosure, substance abuse, stress, and unemployment.

Liaisons often have "inside" and personal relationships with agency representatives and therefore can help members more efficiently navigate through the process of getting the help they need.

"Liaisons typically know which agencies' resources may be temporarily drained and which may have recently received new funding or are offering yet to be publicized new services," Robinson said. "They are an excellent

resource and wonderful people. Stewards and members should not hesitate in contacting the Labor Liaison in their area for a free and confidential referral."

Labor Liaisons Available to Assist Members

United Way Labor Liaisons stand ready to provide free information and referral services to members in need of assistance from community and state agencies. Stewards are encouraged to provide members with contact information for the labor liaison in their community. Stewards can make an initial call on a member's behalf, however, the member will typically need to make follow-up calls to provide relevant information.

- Bay County:** Steve Rajewski -- (989) 893-7508
- Genesee County:** Cindy Cromwell -- (810) 762-5827
- Jackson County:** Margaret Grose -- (517) 796-5121
- Ingham County:** Glenn Freeman, III -- (517) 203-5026
- Midland County:** Hollie Hawkins -- (989) 631-3670
- Monroe County:** Michael J. Smith -- (734) 242-1331
- St. Clair County:** Charlie O'Boyle -- (810) 985-8169
- Traverse Bay Area:** Roger Adkins -- (231) 883-6259
- Washtenaw County:** Rickey Banks -- (734) 677-7214
- Wayne, Oakland, & Macomb Counties:**
Erkeisha Terry -- (313) 226-9200
- West Michigan:** Deb Knooihusen -- (616) 752-8601
- All Others:** Chuck Kennedy -- (517) 371-4360

Getting to Know the FMLA Part III: Intermittent and Reduced Schedule Leaves

A Local 876 Steward Edition series explaining the Family and Medical Leave Act (FMLA) began in May. This installment of the series details the FMLA provisions allowing workers to take their leave in short blocks of time or as a reduced schedule. Remember union contracts can provide additional FMLA coverage, be sure to consult your contract's FMLA language for details.

The FMLA provides eligible employees with time off totaling 12 weeks a year. This time is often taken as a continuous leave. However, the law allows for FMLA to be taken intermittently or as a reduced schedule if a health care provider determines it is medically necessary.

The following information details FMLA intermittent and reduced schedule leaves and does not apply to non-FMLA qualifying illness.

Intermittent FMLA Leave

Intermittent leave is FMLA leave taken in separate blocks of time -- an hour, a day, a week and includes coming in late, leaving early, or taking a couple hours from a shift -- to attend to a serious health condition due to a single qualifying reason as determined medically necessary by a qualified health care provider. It can be used for a variety of absences including:

- incapacity due to a chronic serious health condition that flares-up sporadically;
- inpatient care in a hospital (involving an overnight stay);
- incapacity due to pregnancy (such as severe morning sickness);
- treatment or testing for a serious health condition, prenatal care; or
- care for a child, parent or spouse with a serious health condition.

Intermittent FMLA Leave Length

Under the law, the length of an authorized intermittent leave is solely determined by the worker. The law does not put any stipulations on the minimum or maximum length of time a worker may be off on an intermittent leave, and prohibits employers from requiring workers on

an intermittent leave to take more time off of work than necessary, or from discriminating or taking adverse action against an employee for taking an intermittent FMLA leave.

This means a worker using a FMLA intermittent leave can leave work two hours early for a doctor's appointment, and not be forced by the employer to take a half of a day off. It also protects a pregnant worker with FMLA qualifying morning sickness who comes in late from being disciplined for tardiness.

Under the FMLA, employers must account for an intermittent leave using an increment no greater than the shortest period of time the employer uses to account for other forms of leave, provided it is not greater than one hour.

Scheduling an Intermittent Leave

The FMLA states that employees must make a "reasonable effort" to schedule a planned medical treatment so as not to "disrupt unduly the employer's operations."

Therefore, it is recommended workers on an FMLA intermittent leave consult with a supervisor prior to making appointments to try to arrange a mutually agreeable treatment schedule. This does not mean the employer can deny an FMLA qualified worker time off for appointments, only that they can require the worker "make a reasonable effort" to schedule so as not to "disrupt unduly." If treatment can only be provided during the workday, then time off must be given. The law also prohibits employers from denying a FMLA leave because of production needs, a busy schedule, or because the employer considers the worker "too important."

Reduced Schedule FMLA Leave

A reduced schedule FMLA leave is a leave that reduces an employee's usual number of working hours per workweek, or hours per workday. A reduced schedule leave is a change in the employee's schedule for a period of time, normally from full-time to part-time, but may also include declining overtime. It can be used if

a health care provider certifies that it is medically necessary for the workers own serious health condition or to care for a child, parent or spouse with a serious health condition.

The hours of time reduced from the worker's regular schedule are deducted as FMLA leave time by the employer.

Transfers While on an Intermittent or Reduced Schedule Leave

When a worker uses an intermittent or reduced schedule FMLA leave for planned medical treatment, such as physical therapy or chemotherapy, the employer can temporarily transfer the worker to an alternative position

that better accommodates recurring absences.

The transfer must be within the worker's qualifications, consistent with the collective bargaining agreement, and provide the same pay and benefits. The transfer may not be instituted to discourage the worker from taking a leave and cannot create a hardship on the worker.

An employer may not impose a transfer on an employee who misses work because of unforeseen medical problems.

Intermittent and Reduced Schedule Leave Exceptions

According to the FMLA, intermittent and

reduced schedule leave can only be taken after the birth of a child by mutual consent of the employer and employee (provided no serious health condition exists).

In situations where both parents work for the same employer, the FMLA law allows employers to limit the total leave for childbirth, newborn care, adoption or foster care placement leave to 12 weeks per year for both parents. If the child or either spouse has a serious health condition, both husband and wife can take up to 12 weeks of FMLA leave per year.

2009 UFCW Michigan Membership Golf Outings



Monday, August 17
Beech Hollow Golf Course
Freeland, MI

\$50

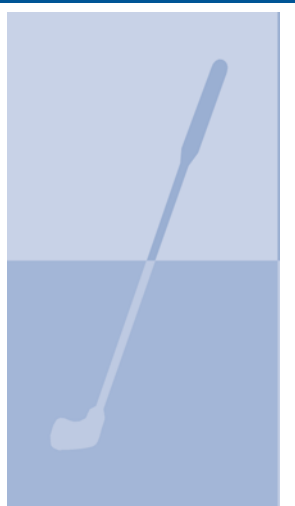
Registration Deadline 8/10/09

Outings begin with registration and continental breakfast at 8 a.m. and shotgun starts at 9 a.m. and include 18 holes of golf with cart, contests, lunch, and raffles.

Wednesday, September 30
Maple Lane Golf Club
Sterling Heights

\$50

Registration Deadline 8/21/09



-----2009 Golf Outings Registration Form -----

Team captain and main contact for the _____ outing.

Name: _____ Telephone: _____

Address: _____

City: _____ Zip Code: _____

Employer and unit number: _____

Other golfers: _____

Send your registration form and fees payable to "Local 876 Membership Golf" to: UFCW Local 876, 876 Horace Brown Drive, Madison Heights, MI 48071.