

New Members

Below is a brief outline of a quick meeting you can have with new members. Be sure to bring extra copies of their contract, contact information for who they should call if they have an issue, and any other welcome materials.

Welcome

- Thanks for coming
- You are an important part of our union.
- We need you to be an active member if we're going to win and enforce good contracts.

Introductions – start with a few questions

- Name
- What's your job?
- What's a work issue that you care about?

What is a Union?

- What do you know about unions?
- Basically, being part of a union means that “we've got each other's backs”
- After probation, you are no longer an “at will employee” (explain)
- Our union negotiates and enforces our contract.
- Explain some important provisions in the contract or contract relevant to the members in the meeting.

The UFCW

- UFCW International Union, 1.3 million workers in the U.S. and Canada.
- Our local has _____ number of members, who work at _____
- As part of our union, you have input into the contract and can vote for who represents you.
- Our current officers are _____ and we have an executive board with ____ number of members who help to determine our local's direction.

Our Union Contract

- All contracts have an effective start and expiration date. Ours is _____
- The company cannot change the contract without our union agreeing.
- Because we have our union and our contract, we have benefits that non-union worksites don't enjoy (share examples such as progressive discipline).
- You can provide input into future contracts, sharing what's most important to you.

UFCW ACTIVIST: NEW MEMBER MEETING AGENDA

Dues

- Dues are set by the leadership of the local and voted on by the membership.
- Labor unions are 501(c)(5) non-profits and rely on dues to function.
- Dues are spent on representing members, organizing new members, educating ourselves and the public about important political and legislative issues and community involvement.

Your Rights as a Union Member

- You have the right to union representation. If you feel that you are being asked to a meeting where there may be disciplinary action, you need to ask for union representation (a union steward or representative). Share Weingarten cards.
- Do not sign an admission statement, if forced to sign, write “I don’t agree/ forced to sign.”
- You are required to follow management’s directions, unless it is illegal or will put you or others at grave danger

Grievances/ Discipline

- What do you think of when you hear “grievance”?
- A grievance is when we protest a violation of our union contract.
- You must contact your steward and/or union representative if you believe the contract has been violated; don’t rely on co-workers’ opinion. Contact us as soon as possible, as there are time limits for filing grievances. If your union representative is not available, leave a message; they’re often at another worksite visiting with members and will get back to you as soon as they can.
- If you are written up for something you didn’t do, call your union representative.

Ways To Be Involved

- Share specific ways for members to be involved.
- When upcoming meetings and events are.
- Save time for questions.