

The Voice

Official Publication Of United Food & Commercial Workers Union, Local 5



UFCW LOCAL 5 PRIDE PARADE 2017

Know Your Rights!

THE WEINGARTEN RULE:

An Employee's Right to Representation

Interrogation Rights Statement:

I refuse to submit to this interrogation because I fear that I will suffer severe discipline or termination of my employment and I demand my right to have Union Representation present on my behalf before this proceeding continues and if my demand is not acknowledged, then I refuse to participate in this process.



You Must Request This Right!



Office Locations

San Francisco Office

323 Geary Street, Room 709
 San Francisco, CA 94102
 Phone - (415) 693-0143
 Fax - (415) 693-9352

South San Francisco Office

208 Miller Ave.
 South San Francisco, CA 94080
 Phone - (650) 871-5730
 Fax - (650) 866-3504

If you have any questions regarding payments or billing, please speak with Member Services at one of the above numbers.

Dues Check-Off

Why worry about paying your dues late and incurring a late fee? Have them come out of your check! Stop by the office and inquire about Dues Check-Off



MACY'S DUE'S CHECK—OFF

Active and New hire members will be able to sign up for dues check-off

1. The employee will be responsible to pay all of their current dues
2. There will be no deductions for dues in arrears (BACK DUES)
3. Initiation fees are \$300 for sales employees and \$150 for support employees
4. Initiation fees will be deducted at \$25.00 per month
5. Initiation fees for sales employees will be deducted in twelve monthly installments of \$25 and support employees will be deducted in six month installments
6. Macy's will deduct on the FIRST (1ST) payroll week for both dues and initiation fees for the next month
7. On-calls and Seasonal members CANNOT be on check-off (no guaranteed hours)

DATE _____

EMPLOYEE NAME _____

PHONE _____

SIGNATURE _____

CLOCK NUMBER _____

SALES

Macy's will deduct dues and fees for 12 months @ \$_____ and on the 13th month only dues will be deducted @ \$_____ per month

SUPPORT

Macy's will deduct dues and fees 6 months @ \$_____ and on the 7th month only dues will be deducted @ \$_____ per month.

We're seeking contributors for The Voice

If you would like to submit an article or a piece of artwork for the next issue, reach out to Greg (gmcin-nis@ufcw5.org) or Tony (tvargas@ufcw5.org). Local 5 reserves the right to review and select submissions.

Special Skills Needed

Local 5 is looking for associates with special talents such as associates that are multilingual, graphic artists, photographers, labor and political activists and want to be more involved with Local 5. Reach out to either Greg or Tony.

Office Closing Notice

The office will be closed on the following holidays:

March 30

May 28

November 22

November 23

December 24

December 25

January 1, 2019

Why work at a Union Store:

BY UFCW Local 5 Union Representative Greg McInnis

The first reason you should work at a Union store is that it gives an individual a voice in the workplace. As a member of any large retail store, you often become a number and your issues never get properly addressed. With a Union, you have experienced personnel to deal with each and every problem a member brings to the table.

Second on this list, is enforcement of the CBA also known as the Collective Bargaining Agreement, or Contract. The CBA is a collection of negotiated rules and practices that govern a Union workforce. Most of the time disagreements between the Company and the Union can be resolved by bargaining or talking. When both parties are at a deadlock, then stronger legal practices occur, such as Arbitration.

The third reason is better working conditions. For example, if you work in an overly warm area, a fan may be negotiated to be located in the workplace. There are countless State and Federal laws that protect an employee but often are extremely time-consuming getting enforced. Being a member of the Union will cut through some of the red tape.

Reason number four: compensation. A Union member's compensation is generally greater at a Union store. In addition to better pay at a Union store, a member's pay and raises will be guaranteed by the CBA. So with that being said, a member's pay along with other rights are guaranteed by law for the length of the contract.

“A Union member's Compensation is generally greater at a Union Store.”

The fifth deals with disputes between management and an employee. These disagreements may be personal and or business related. In either case, the Union can step in and mediate a resolution. In other words, the Union will have the member's back.

Being a member of the Union is a great way to meet new people, express thoughts on improving the CBA, and to show solidarity. Collectively, each Union member brings something different and unique to the table. Being active in the Union gives its members “strength and solidarity”. Similarly to the voting process being active in the Union creates change.

Greg can be reached at 415-675-7642 or gmcinnis@ufcw.org



Greetings! Many of you know me or have seen me in the Women's Fragrances department. Well, I mean you can't miss the wild hair color and Mohawk! I am so proud and excited to be one of your Union Representatives.

I worked for Macy's Union Square for eight and a half years in the Cosmetics department. From fragrances to managing the Men's Grooming Zone, to applying makeup at Bluemercury. But the best part was working with all of you. As a Shop Steward, I was able to help and guide associates with any issues they had regarding their job here at Macy's.

What do I miss the most? Looking at your smiles every day, especially when I tell you I brought in my homemade hummus, cookies or muffins! What do I look forward to? Further expanding my skills and improving myself in every way.

Don't forget that you have a voice in your workplace. Utilize your Shop Stewards or contact me. See something, say something. Stay informed and stay active.

Tony Vargas
Union Representative
415-675-7641 (Office)
415-810-8588 (Cell)
tvargas@ufcw5.org

PTO, Attendance, SF Sick PTO, and Sick Pay Benefits

PTO: Personal Time Off also known as Vacation, can be scheduled using the MTO (Macy's Time Off) feature in Insite. Here is where you can see your remaining time available and schedule your PTO or Unavailable Days. PTO reloads every fiscal year (February). If you do not use all of your PTO it will roll over to the next year. You can roll over a maximum of two (2) years.

1. **What are Unavailable Days?** Sales Associates on MSP (those associates that do not have set schedules) can utilize three (3) days a month to schedule time off. They can not be used on key days unless approved by your manager, nor can they be used during the Holiday Season (November to Jan).
2. **How to do I schedule PTO?** PTO must be scheduled four (4) weeks in advance if you are in Sales, and two (2) weeks in advance if you are in support. You can choose to take the whole day, or partial day, ranging from three (3) to ten (10) hours.
3. **What happens if I take a partial day and still get scheduled?** Partner up with your manager. You do not have to report to work.

SF Sick: All associates receive up to nine (9) days of sick, for a maximum of seventy-two (72) hours. The amount received varies with the length of service and the number of hours worked in the prior year. SF Sick PTO reloads every fiscal year (February). If you do not use all of your SF Sick PTO it will roll over to the next year. You can roll over a maximum of two (2) years. You can see view how much remaining time you have by visiting MTO in Insite.

1. **When can I use SF Sick?** SF Sick can be used anytime you are sick, for emergencies, take care of a loved one, and for doctor visits (not to be used to cover late/tardiness).
2. **Can I take my SF Sick hourly or daily?** Yes, you can use it hourly or cover the whole day. If you are taking the whole day, you **MUST** use enough hours to cover the day. You can not use only a few hours to cover the whole day.
3. **Can I use SF Sick to supplement my vacation?** Yes. Because SF Sick comes out of your vacation bucket, you can use it the same way. Scheduled in advanced via your manager, you can use SF Sick if you run out of your regular PTO.

Attendance Credits: You have a bank of attendance credits to use to cover absences or lateness. When you reach zero (0) credits, you will be terminated. It is **YOUR** responsibility to monitor your attendance credits. Credits do not expire and there is no limit on how many you can earn back. Credits do not reset every year.

1. **How many credits are deducted for being absent?** If you are absent on a Monday to Friday, you will lose one (1) credit. Absences on Saturday or Sunday will cost two (2) credits.
2. **What about consecutive days?** Consecutive days count as one call out. If the days are Monday to Friday, it will only be one (1) credit. If the consecutive days include a Saturday or Sunday, it will cost you two (credits), regardless of how many days total.
3. **What happens if I am late?** The grace period is nine (9) minutes. If you are late ten (10) minutes or more, you will lose ½ a credit.
4. **Will I lose any credits for going home early?** No, you do not lose any credits for leaving early due to illness. However, you must inform a manager that you are leaving early.
5. **Can I earn credits?** You will earn ½ a credit every two (2) weeks for perfect attendance.

Sickness Pay Benefits:

- 6 months to 3 years of service: 3 days
- 3 years to 10 years of service: 2 days
- 10 years to 25 years: 1 day
- 25+ years of service: 0 day

In addition to PTO and SF Sick, you also have access to Macy's provided sick pay. There is a waiting period as listed in the above chart and you will receive 75% of your regular pay. You access this by calling the **HR Services Leave of Absence** line.

Medical Coverage: Remember that all associates with company medical plans need to average 30 hours a week to continue their coverage. You can check your average hours on Insite or on My Day. If you are not averaging 30 hours, you could possibly lose your coverage for the next benefit year. Partner up with your manager if you need assistance.

Union Market Share and Dues Refund Program

Union market share protection is a program that UFCW 5 has implemented to help increase UFCW membership and participation in union activities. Activities in the program include supporting union organizing drives, participating in rallies, distributing information about the union at festivals, fiestas and fairs, phone banking, precinct walking, helping out on picket lines and other activities. In other words, there is something for everyone.

If you choose to participate in the program you must complete 4 hours of union activities over the course of the year. Any combination of time that equals the 4 hours is acceptable. If you participate and meet the hours requirement, \$60 (\$5 month) will be refunded to you from the beginning of the next calendar year. Check with your area office to sign up and for details of eligible events.

Initiation Fee Credit for New Hires

New Local 5 members are invited to take part in the initiation fee credit for new hires program. By participating, new members can reduce their initiation fees by one third. The attendance requirements are the same as the union market share program.

The sooner the new member's meeting and/or Local 5 activities are completed the sooner the initiation reduction takes place.

This initiation fee credit applies to all job classifications and will apply to future promotions without having to attend additional meetings.

Attending Local 5 actions that qualify under the union market share program may be substituted for attendance at membership meetings. One action/event=one meeting. Check the website for coming events.

Please contact your union representative or area office for further information on participating in the program.

Eligible Events



Pride Parade 2017



St. Patrick's Day Parade 2017



Light the Night Walk 2017

Current Members: St. Patrick's Day Parade, Pride Parade or Light the Night Walk)

New Members: New Members Meetings + (3) General Membership Meeting

OR New Members: New Members Meetings + (1) Parade



Come and Join UFCW Local 5
in San Francisco's
Annual St. Patrick's Day Parade!
-March 17th 2018
-Bring Family & Friends
-Market Share Event
-Free Tee-Shirt

