



# UNITEHERE!

## Local 24

Hospitality Workers Union

**We are the Union of Michigan/Ohio  
Airport, Casino, Food Service, Hotel  
and Stadium Workers!**




### **UNITEHERE! Local 24**

**Administrative Office**

300 River Place Dr Ste 2700 • Detroit MI 48207

313-259-8480 (main) • 313-259-8481 (fax)

[www.local24unitehere.org](http://www.local24unitehere.org)

 @local24unitehere

 @uniteherelocal24

 @uhlocal24

# Welcome to **UNITEHERE!**

## Local 24

Hospitality Workers Union



Your membership and active participation in **Local 24 UNITEHERE!**, makes a difference for all Michigan/Ohio hospitality workers. The UNION standard is different. In your workplace, you have a Union contract that has been negotiated by your negotiating team and ratified by the membership. What is achieved and possible for wages, benefits and working conditions is by our strength, solidarity, membership and participation. Working with your leadership team, organizers

and shop stewards, each day we enforce the contract and continue our fight for economic justice, respect and dignity. As a member of Local 24, you have rights on the job and a voice in your workplace.

There are a number of ways you can help make Local 24 – Michigan and Ohio Labor/Working Families stronger:

- 1** Being active in your workplace and working together with your other union members and your workplace leadership team, which are your shop stewards and contract committee. If your department does not have a committee person or shop steward, let your Union Representative (list on last page) know and consider becoming that representative.
- 2 ORGANIZE!** We have to continue to organize new members and workplaces to keep and improve our standard. Please support and participate in the Union's organizing program by becoming a volunteer organizer, attending rallies or organizing picket lines
- 3** Be politically active. Register to vote, join the Unions political committee and our TIP program (political fund). Elected leaders make decisions that affect us and our families. Through activism in the political process, we can have a greater say.

We have to continue to fight for a better future. **Local 24 UNITEHERE!** has and will continue to make a difference. By standing together and organizing, we can continue to make our Union stronger. As many before us, we continue the struggle for economic justice and rights in the workplace. All of us make Local 24 work.

Sincerely,

Nia T. Winston  
President

# **UNITEHERE!**

## **MI/OH**

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# **LOCAL 24**

# Union Programs

## Shop Steward/Workplace Leaders

- Lead Union Programs
- Contract Administration
- Internal Organizing/Orientation of New Members
  - \* Shop Stewards are elected and appointed to represent and organize your coworkers in the workplace.

## Contract Committee

- Lead Union Contract Programs
- Bargaining and Administration of contract

- Participate in Union actions around contract

## Organizing Committee

- Focus on Building Local 24
- Organizer Training Program
- Support/Organize Non-Union Properties

## Political Committee

- Union Voice in Politics
- Lead Union's Political Program
- Political Action through Activism and Fundraising {UNION TIP Program}

## UNITEHERE! Local 24 Plugged-In Program

**Website:** Check out your newly revamped website @ [www.local24unitehere.org](http://www.local24unitehere.org). Get involved with the Political Committee. Update your name or contact information? Join the Contract Committee or volunteer to participate in Union activities?

**International Website:** [www.unitehere.org](http://www.unitehere.org)

**Texting:** Join our texting list, to stay informed of upcoming actions and events. Text **Local24** to **877877**

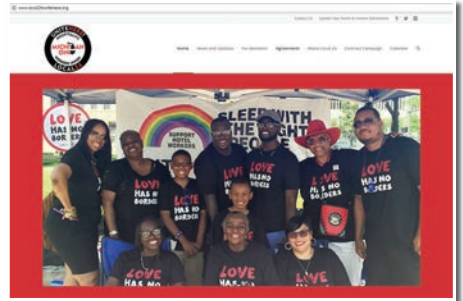
### **Social Media:**

Like us on  @local24unitehere

Follow us on  @uniteherelocal24

Follow us on  @UHLocal24

**Connect  
With Us**



Share our pages with your co-workers, family and friends. Have a story you want us to share? Send photos and a couple sentences about the Local 24 event or victory you want us to share to [mcolbert@24.unitehere.org](mailto:mcolbert@24.unitehere.org).

## Grievance Department Step-by-Step Process Reminder for Members



**Step 1** – Once discipline is received, the steward and member should attempt to resolve the issue with management promptly.

**Step 2** – If the issue cannot be resolved at the 1st step, then the member or steward must file a written grievance (making sure to attach all pertinent documentation) as quickly as possible after the events which the grievance challenges, by coming in to the Union office and filling out a grievance form. Members' are strongly encouraged to review their Collective Bargaining Agreement (CBA) for time-limits and other provisions. If a member does not have a copy of their CBA, they should come to the Union office and request a copy.

**Step 3** – Once a written grievance has been turned in to the Union's Grievance Department, it is logged in the grievance database, a file is created, and a letter is sent to the Employer. The file is then given to the Representative that handles grievances for that Bargaining Unit.

**Step 4** – Once the Grievance Representative has received the grievance file, they will contact the Employer to schedule a grievance meeting. Once a grievance meeting has been scheduled, the Grievance Representative will contact the grievant to inform them of the meeting date, time and location.

## About Local 24

Local 24 has over 7,000 members in Michigan and Ohio. For decades we have led the fight to win fair wages, solid benefits, and safe, dignified working conditions for hospitality workers. Our Union has a proud tradition of being on the front lines fighting for social change and economic justice.



## Who We Are In The Detroit Metropolitan Airport

**UNITEHERE! LOCAL 24** is the Union for Beverage, Food, Hotel and Retail workers at the Airport and vicinity hotels. Currently, our 1,870 members work for all the major companies, Areas, Courtyard by Marriott, Delaware North Companies, Edward Hotel and Convention Center, Fairfield Inn by Marriott, HMS Host International, Kingsley Hotel, LSG Sky Chefs, Midfield Concession Enterprises, Paradies Lagardere, Westin Detroit Metropolitan Airport Hotel, Westin Southfield Hotel and World Duty Free/Hudson Group. We are currently organizing and bargaining a contract for Hojeij Branded Foods (HBF).



The Local 24 Airport Office is located at 31350 Smith Rd, Ste L4, Romulus, MI 48174-2137.

## Your Contract

Wages, benefits and working conditions have been negotiated with your employer by a Committee of your Co-workers and your elected Officers. The contract is voted on by the Union members in your workplace. Our strength is by being together, supporting each other and making sure that our contract is enforced. **Grievances:** If you believe your contract rights are being violated, you can file a grievance to have your issue addressed with management.

## Leadership and Shop Steward Program

In each Union workplace, we have a leadership/shop steward team. Either elected or appointed, they are your representatives in the workplace. They lead the Union's program in the workplace and when needed represent co-workers with management issues. If you have questions about the Union, your rights or need an issue addressed, please see your departmental shop steward.

## Elected Leaders and Union By-Laws

Our Union governance is through our By-Laws. Officers and Executive Board members are elected from the membership. Business and expenditures of the Union are approved by the Executive Board and General Membership. Local 24 has quarterly membership meetings.

## Membership Dues and Responsibilities

It is important to be a responsible member of Local 24 by ensuring your membership information is accurate. This does not only include keeping your contact information up to date, which you can do by calling the dues department to report any changes in name, address or phone number. It also includes keeping your dues payments up to date.

Monthly dues are \$46.75, of which \$4.00 is placed in a separate contract/strike defense fund. Initiations, where applicable, are \$90.00. There may be times when your employer is unable to deduct the total amount of dues, initiations or reinstatement fees from your check. For example, you may have been on vacation or on a leave of absence the week the deductions are normally taken out, or the employer may have forgotten to deduct the proper amount. It is your responsibility to keep your dues membership current. This can be done with a simple phone call to the dues department, to inquire about your account.





## TIP Campaign Committee

### • Political Action – Our Voice In Our Communities •

Consider joining the Local 24 TIP Campaign Committee. We are asking members to contribute at least \$1.00 per month.

- These funds provide another way for **UNITEHERE!** to build our union and play an active role in the political fights that affect our members.
- Help workers win the right to organize.
- Elect Union Members to political office.
- Support political candidates who support **UNITEHERE!**.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year. Only U.S. citizens and lawful permanent residents who are **UNITEHERE!** members or

**UNITEHERE!** executive or administrative staff, or their family members, may contribute.

Contributions or gifts to the **UNITEHERE!** TIP Campaign Committee are not tax deductible.



## UNITEHERE! LOCAL 24 Calendar of Events & Meetings

### General Membership Meetings

DATE	TIME	LOCATION
2nd Tuesday in March	10:00am and/or 4:30pm	Local 24 Office, Conference Call or Video Conference
2nd Tuesday in June	10:00am and/or 4:30pm	Local 24 Office, Conference Call or Video Conference
2nd Tuesday in September	10:00am and/or 4:30pm	Local 24 Office, Conference Call or Video Conference
2nd Tuesday in December	10:00am and/or 4:30pm	Local 24 Office, Conference Call or Video Conference

### LOCATIONS:

#### DETROIT

**UNITEHERE! LOCAL 24** Office  
300 River Place Dr., Ste. 2700  
Detroit, MI 48207-4265

#### CINCINNATI

The Sanctuary  
2110 Saint Michael St.  
Cincinnati, OH 45204-1916

#### CLEVELAND

Laborers, Local 310 Building  
3250 Euclid Ave., Ste. 250  
Cleveland, OH 44115-2599

### General Executive Board Meetings – 2nd Tuesdays of March, June, September and December, at 8:30am, Local 24 Office

#### Local 24 Administrative Office Locations and Hours

##### Main Office:

300 River Place Drive, Suite 2700  
Detroit, Michigan 48207-4265  
Main Line – 313-259-8480 or  
800-362-2135  
Fax Line – 313-259-8481

##### Airport Office:

31350 Smith Road., Suite L4  
(Executive Offices – Lower Level)  
Romulus, MI 48174-2137  
(between McDonald's and  
Airlines Parking on Merriman Rd)

##### Office Hours:

Monday through Friday - 8:30am  
to 4:30pm  
(unless there is an after-hours  
meeting scheduled)

##### Office Hours:

Tuesday – 2:00pm to 5:00pm  
Thursday – 9:00am to 12:00pm

#### Other Important Contact Information:

Cigna Dental - 800-244-6224  
Grievance Department Fax -  
313-567-3612  
Membership/Dues - 313-259-8486  
**UNITEHERE!** Culinary Fund -  
800-841-3380  
**UNITEHERE!** HEALTH  
711 N Commons Dr, PO Box 6020  
Aurora, IL 60598-0020  
630-236-5100-Direct  
630-236-4380-Fax  
**UNITEHERE!** Pension Office -  
800-452-4155

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630-236-4380-Fax  
**UNITEHERE!** Pension Office -  
800-452-4155

# UNITEHERE! LOCAL 24 Directory

## Membership Services & Dues

Sophia Cisneros  
313-259-8486  
scisneros@24.unitehere.org

Diane Keane  
313-259-5979  
dues@24.unitehere.org

## Detroit Office

### Union Representatives

Wanda Dukes  
313-682-2533  
wdukes@24.unitehere.org

Antonio George  
313-259-8489  
ageorge@24.unitehere.org

Jalita Leitch  
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jleitch@24.unitehere.org

Zinnia Patcas  
313-259-8489  
zpatcas@24.unitehere.org

Charlesetta Wilson  
313-259-8489  
cwilson@24.unitehere.org

Joe Daugherty – Organizing  
313-727-1319  
jdaugherty@24.unitehere.org

## Metro Detroit and Airport Office

Jackie Kaifesh, Director  
248-974-1407  
jkaifesh@24.unitehere.org

Heidi Hughes, IU Director  
313-980-0907  
hhughes@unitehere.org

Mary Gaines  
313-980-0893  
mgaines@24.unitehere.org

Dorothy Hawkins  
313-310-9062  
dhawkins@24.unitehere.org

Paul McAdams  
617-596-6602  
pmcadams@24.unitehere.org

## Ohio

### Cincinnati

Adam Rossi  
859-466-7373  
arossi@24.unitehere.org

### Cleveland

Patrick Boyd  
702-203-7723  
pboyd@culinaryunion226.org

Aaron Womack  
216-408-5377  
awomack@unitehere.org

## Local 24 Officers

Nia Winston, President  
313-259-8556  
nwinston@24.unitehere.org

Sandra Poinsetta, Vice President  
313-259-6422  
spoinsetta@24.unitehere.org

Michelle Colbert, Secretary-Treasurer  
313-259-8493  
mcolbert@24.unitehere.org

## General Executive Board

Joe Daugherty, Vicki Frazer, Terrell George,  
Len Lazich, Muhith Mahmood, Zinnia  
Patcas, Sandra Pratt, Mickie Seewood,  
Ali Shohatee

## Trustees

Sophia Cisneros,  
Antonio George &  
Adam Smith

