

2024 9.5 GRIEVANCES AND TRACKING

To prepare for filing a grievance on a 9.5 violation, carefully document the following:

- When did the 9.5 violation take place?
- Who else in the loop violated 9.5 during this week?
- How much is owed to the member?
- Does a compliance meeting need to be requested?
 (Use tracking on next page)

LANGUAGE TO INCLUDE IN 9.5 GRIEVANCE:

- The company should cease and desist from violating 9.5 rights.
- The company should maintain a sufficient workforce.
- Grievant should be made whole in all ways.

BEST PRACTICES:

- Use a 9.5 tracking sheet to make sure all violations are accounted for.
- Be sure members are fully educated on all members' Article 37 rights.
- Include harassment, notification of OJS rides, 8-hour requests, etc.



9.5 GRIEVANCES AND TRACKING

TRACKING INSTRUCTIONS: Use the calendar below to track each week when there is a 9.5 violation. When you have MORE THAN FOUR (4) paid out in the year, get with your Teamster steward to request your 9.5 compliance meeting.

JANUARY	FEBRUARY	MARCH	List below all weeks when a
S M T W T F S	SMTWTFS	SMTWTFS	9.5 violation was paid out:
1 2 3 4 5 6	1 2 3	1 2	
7 8 9 10 11 12 13	4 5 6 7 8 9 10	3 4 5 6 7 8 9	1
14 15 16 17 18 19 20	11 12 13 14 15 16 17	10 11 12 13 14 15 16	
21 22 23 24 25 26 27 28 29 30 31	18 19 20 21 22 23 24 25 26 27 28 29	17 18 19 20 21 22 23 24 25 26 27 28 29 30	2
28 29 30 31	23 20 27 28 29	31	3
APRIL	MAY	JUNE	4
S M T W T F S	S M T W T F S	S M T W T F S	5
1 2 3 4 5 6	1 2 3 4	1	
7 8 9 10 11 12 13	5 6 7 8 9 10 11	2 3 4 5 6 7 8	
14 15 16 17 18 19 20	12 13 14 15 16 17 18	9 10 11 12 13 14 15	After your fifth 9.5 penalty
21 22 23 24 25 26 27	19 20 21 22 23 24 25	16 17 18 19 20 21 22	grievance has been paid out
28 29 30	26 27 28 29 30 31	23 24 25 26 27 28 29	in a calendar year, drivers
		30	•
			should request a 9.5 compli-
JULY	AUGUST	SEPTEMBER	ance meeting with the com-
6 M T W T F 6	6 M T W T F 6	6 M T W T F 6	pany. This meeting must be
SMTWTFS	S M T W T F S	S M T W T F S	held within 45 days. After
1 2 3 4 5 6	1 2 3	1 2 3 4 5 6 7	· · · · · · · · · · · · · · · · · · ·
7 8 9 10 11 12 13	4 5 6 7 8 9 10	8 9 10 11 12 13 14	the compliance meeting, all
14 15 16 17 18 19 20	11 12 13 14 15 16 17	15 16 17 18 19 20 21	9.5 payments will be paid
21 22 23 24 25 26 27	18 19 20 21 22 23 24	22 23 24 25 26 27 28	out at QUADRUPLE time.
28 29 30 31	25 26 27 28 29 30 31	29 30	
OCTOBER	NOVEMBER	DECEMBER	LIDC
S M T W T F S	S M T W T F S	S M T W T F S	[UP5]
1 2 3 4 5	1 2	1 2 3 4 5 6 7	TEAMSTERS
1 4 3 4 3			
6 7 8 9 10 11 12			
6 7 8 9 10 11 12 13 14 15 16 17 18 19	3 4 5 6 7 8 9	8 9 10 11 12 13 14	
	3 4 5 6 7 8 9	8 9 10 11 12 13 14	