

BLOW *the* **WHISTLE** *on* **SUPERVISORS WORKING**



UPS IS ALWAYS LOOKING FOR AN OPPORTUNITY TO TAKE MONEY OUT OF THE POCKETS OF HARDWORKING TEAMSTERS, PARTICULARLY BY ALLOWING SUPERVISORS TO PERFORM BARGAINING UNIT WORK.

WHAT IS "SUPERVISORS WORKING"

Generally, any job performed by a supervisor that progresses packages through the operation is a violation of the contract. The following are just a few common examples:

- Moving packages on the belt
- Helping with pre-load
(e.g., stacking or loading packages or helping clear pre-load area)
- Breaking jams
- Setting up a work area
(e.g., setting up rollers on an outbound belt or getting bags for small sort)

SPOTTING THE SUPERVISOR

Part-time supervisors will often show up in plainclothes and may be hard to identify right away. If you see someone you don't recognize, ask them their name and if they are an hourly or a supervisor. If they refuse to answer, cite Article 20 of the National Master Agreement, which requires all management personnel to wear an ID badge or name tag identifying them as supervisors while on duty and to provide their name upon request.

DOCUMENT AS MUCH AS POSSIBLE

Record the time the supervisor starts and stops working and make a note of the work area they were in as well as what work they did. If anyone else saw the supervisor working, talk to them and ask them if they are willing to be a witness to the grievance.

TALK WITH YOUR STEWARD

You and your steward can look at the facts and determine the best resolution to the issue, including filing a grievance. Ask your steward to teach you how to write the grievance. Your steward may also ask management for company time cards to support the evidence you have gathered.

GET YOUR CO-WORKERS INVOLVED

Talk to your co-workers about the importance of filing supervisor working grievances and doing so in a timely manner. Use the Supervisors Working Tracking Sheet to collectively track penalties for individual supervisors. And when you win a supervisor working grievance, inspire your co-workers by celebrating the victory (e.g., use the award money to buy pizza or snacks for co-workers).