



LOCAL 804 - DELIVERY AND WAREHOUSE EMPLOYEES

An Affiliate of
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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MEMBER'S BILL OF RIGHTS FOR GRIEVANCE PROCESSING

- 1. All grievances will be considered solely on their merits. No trading grievances. Multiple grievances from one member may be considered and settled as a package.**
- 2. All Union Representatives will listen to member concerns.**
- 3. All grievants will be treated fairly with dignity and respect.**
- 4. All grievances will be investigated thoroughly.**
- 5. All grievances will be processed promptly in accordance with the contract.**
- 6. Notes and written records will be taken on grievance investigations.**
- 7. The grievant will be kept informed about the progress of their grievances either through their steward or directly from their Union Representative.**
- 8. No first level grievance hearings will be conducted without the grievant being offered an opportunity to participate. Beyond the first level grievance hearing, no grievance hearing shall be conducted without the grievant or another Union Representative present to meet with management.**
- 9. No grievance will be settled without the grievant being offered an opportunity to participate in the decision.**
- 10. A copy of the grievance decision will be given to the grievant.**