

# MAKE UPS PAY FOR SUPERVISORS WORKING

**Local 804 members are winning thousands of dollars in Supervisors Working grievances.**

**You can too.**

**This advice sheet spells out winning tactics to stop Supervisors Working and make UPS pay for violations.**



## **Ask Why.**

When you see a supervisor working, ask them why they're working. A grievance can and will be thrown out if we don't first TALK to the supervisor and try to correct the sups working violation.

## **Write Down the Supervisor's Answer.**

Usually supervisors will make an excuse about why they're working (someone has gone to the bathroom, or absenteeism.) Whatever the excuse is, write it down so we have a record and they can't change their argument later.

## **Ask To Do the Work Instead.**

Ask the supervisor to be able to do the work or ask the supervisor to leave it so that you, or the most senior union employee who wants the work, can do it later.

## **Write Down the Supervisor's Response.**

Again, write down what the supervisor says, so we have a record if they refuse to give the work to a union employee.

## **Write Down the Date & Time.**

We need a record of WHEN the violation occurred. Write down the date and time. For night shifts that start on one day but finish the next day, be clear about the date so there are no arguments later.

## **Write Down How Long the Sup Worked.**

Write down when the supervisor was first seen working, when they finished and the total time. If there's a witness besides yourself, write that down too.

## **Write Down Where the Supervisor Worked and What They Did.**

Write down the details. What area (package car, box line, slide, belt, assignment, area such as small sort or unload, PD 2,4,6,8 etc.) And write down the work they did.

## **Tell Your Steward.**

As soon as you can, tell your steward and give them the details so they can talk to the supervisor and write down the grievance.

