

# MAKE UPS PAY FOR SUPERVISORS WORKING

**Supervisors working is a chronic problem at UPS.**

**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 you 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 you have a record if they refuse to give the work to a union employee.

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

You 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.) 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. Or take a witness, talk to the supervisor and write up the grievance yourself.

## **Contract Enforcement Has to Be Done Off the Clock.**

Don't leave your work area to ask a supervisor why they're working. Talk to the supervisor or a steward when you're off the clock. Writing down notes about violations, filling out a grievance or reporting a violation should only be done off the clock.

## **Don't Get Jammed Up.**

If a supervisor tells you to go back to work, follow instructions. You fulfilled your contractual obligation to try to solve the problem by trying to talk to your supervisor. There's no point in getting into an argument and risking a write-up. After your shift, write down what



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