CONTRACT INVOLVED _____

Art. No.: _____

Date
of Grievance _____

GRIEVANCES

Sec. No.: _____

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers, No. 294

Date Heard Local: _____

Date Heard Area: _____

Union Phone#: Albany 489-5436

Employee's Home Phone# _____

Employee's Remarks
Explanation & Claim:

The undersigned observed UPS supervisor(s)/manager(s),_____

performing the following bargaining unit work

_____

without a Teamster employee present to demonstrate for or train on the date and at the

time of _____, at the following location(s) _____

and lasting for the period of time of _____.

This is in direct violation of Article 3, Section 7 of the UPS National Master Agreement which states: "The Employer agrees that the function of supervisors is the supervision of employees and not the performance of the work of the employees they supervise. Accordingly the Employer agrees that supervisors or other employees of the Employer who are not members of the bargaining unit shall not perform any bargaining unit work, except to train employees or demonstrate safety..."

It is also a direct violation of Article 56 of the UPS Upstate/West NY Supplemental Agreement which states: "The work of Supervisors will not include assignment to work normally performed by employees in the bargaining unit, except for the purpose of training and demonstration. Supervisors will not perform employees work until after all reasonable efforts have been exhausted to have the work covered."

Union's Position:

We request payment, including all pension and benefit contributions that would have been made,

for _____ hours of bargaining unit work performed by management

be given to _____.

_____
Signature of Complainant

_____
Employer

_____
Steward

UNION COPY