

Attention APWU Members!

Get Your Share of the Free Money... *and Help Us Save Your Jobs!*

Every day, supervisors are attacking your job security by taking away your work. We cannot afford to let this happen! When supervisors steal our work, it allows management to get away with understaffing, inefficiency, and poor supervision. The contract explicitly prohibits this activity in Article 1.6 as follows:

Section 6. Performance of Bargaining Unit Work

- A. Supervisors are prohibited from performing bargaining unit work at post offices with 100 or more bargaining unit employees, except: in an emergency; for the purpose of training or instruction of employees; to assure the proper operation of equipment; to protect the safety of employees; or to protect the property of the USPS.

Note that inadequate staffing, inefficiency and/or poor supervision are not included under the list of exceptions (and are NOT "emergencies"). Your officers and stewards do their best to police this problem, but we cannot be everywhere all the time. We need your direct involvement to help put a stop to these shameless violations of our contract. Any time you see a supervisor performing bargaining unit work for a cumulative total of ten minutes or more (the definition of *de minimus*), please take the time to document this activity by filling out the statement form on the back of this flier and give it to your union steward as soon as possible. When such violations are proven, the appropriate remedy in accordance with the APWU's Joint Contract Interpretation Manual (JCIM) is as follows:

Where bargaining unit work which would have been assigned to employees is performed by a supervisor and such work hours are not *de minimus*, the bargaining unit employee(s) whom would have been assigned the work, shall be paid for the time involved at the applicable rate.

We know it is time consuming and frustrating to file continuous grievances for the same types of violations. However, the only way we can protect our work and save our jobs is to make it too expensive for management to continue stealing it from us. Please take a stack of these fliers and use them to help us win this struggle. We can and will prevail if stand and fight together!

The Officers and Stewards of the Aurora Local APWU

Remember- The most common violations are: Lobby Sweeps / APC Sweeping & Maintaining

APWU Witness Statement
Supervisor Performing Bargaining Unit Work
Witness Information

Date: _____ Employee Name: _____

Work Facility/ Location: _____

Information about the Bargaining Unit Work Violation

Date of Violation: _____ Name of Supervisor Observed: _____

Time Violation Began: _____ Time Violation Ceased: _____

Total Time of Violation: _____

Work Location of Violation: _____

Description of bargaining unit work performed by the supervisor:

Witness Certification

I hereby certify that the information contained in this witness statement is complete and accurate to the best of my knowledge.

Witness Signature _____

Date of Statement _____