

What Special Rules Protect Union Stewards?

1. Steward Sally Sanders has been at third step grievance meetings for two hours this afternoon. When she gets back, she finds she's not on the daily overtime sheet. She asks Supervisor Fred Tucker why, and he says, "You weren't here so I couldn't ask you if you could work." Should Sally get overtime?

(Circle one): **YES** *or* **NO**

2. Fred's actions start Sally investigating overtime. At lunch and breaks, she talks to people in the break room and people who are working in other departments. She gives them fliers and asks them to sign overtime grievances. One day in the break room Fred walks up to her "You're breaking so many rules here I should have thrown you out the door." he growls. "You think you can run a union meeting here on company property?" Pass out these union papers all over the plant? Can Fred "throw her out the door"?

(Circle one): **YES** *or* **NO**

3. Ever since Sally started questioning overtime, Fred spends at least an hour a day standing by her machine, watching her work. He says he's trying to find out why her work is so bad. He's given her two warnings for poor quality in two weeks, even though she's run the job for two years without a warning of any kind until now. Can Fred do this?

(Circle one): **YES** *or* **NO**

4. Sally enters Fred's office to schedule grievance meetings. "Fred, we're getting further behind on grievances..." she begins. Fred interrupts her. "Sally, I am the supervisor, and I think it's more appropriate for you to call me Mr. Tucker." Sally shocked. She's always called him Fred, and would feel like a child if she called him "Mr." while he called her "Sally". Can Fred insist on this?

(Circle one): **YES** *or* **NO**

5. Whenever work in Sally's department bottlenecks during inspection, someone is transferred to help out. Most people get an extra \$1.25 an hour for work in the higher pay grade. The worker with the highest quality rating is supposed to get the transfer. For the past several months, that has been Sally. Even with recent problems, Sally still has the highest rating. So there's steam coming out of her ears when Fred tells her why he's transferring Denise today. "I know you're still highest, but you're slipping while Denise is getting better. And you're the union steward, you're supposed to set an example. I have to show people you're not a good example." Sally loses it. "Fred, you are a scheming, lying worm and I'm tired of your abuse!" she shouts. "Keep it up Sally", he says, "And I'll have you on insubordination." Is Sally in trouble?

(Circle one): **YES** *or* **NO**

6. In addition to Sally, nine workers who signed the group grievance on overtime show up at Fred's door for their grievance meeting. He stares at them a minute, then turns to Sally. "I don't know what game you're playing, young lady, but this isn't funny. I am not going to turn a grievance meeting into a circus. I'll meet with you and one other associate and that's it." Sally turns to them. "Everybody just stay here a minute. Fred," she says calmly, "Last week you agreed..." Fred interrupts, "Sally, shut up and listen". He puts his hand close to her face as he raises his fingers to count off. "One, you will call me Mr. Tucker. Two, I refuse to meet with this entire group. Three...", "No Fred, you shut up and listen," Sally shoots back, raising her own hand to imitate Fred's gestures. "One, you've broken the law over and over and I'm filing charges with the Labor Board tomorrow. Two..." "Two nothing!" Fred roared. "You have tried to assault me with that hand in my face, you have threatened me, you have been insubordinate, and You Are Fired!" Is Sally out of a job?

(Circle one): **YES** *or* **NO**