

Interviewing a Potential Grievant

Tardiness

Grievant: Dana Smith

“Hey, (name of the steward). My supervisor is playing favorites and singling me out for being late. I want you to file a grievance now! You have to represent me!”

Additional facts that the employee uses but only in response to specific questions. *Volunteer nothing.*

Yesterday, I got suspended for 5 days for being tardy. In my office, tardy is not being at your work station at 7a.m.

I've worked here for 2 years. I'm not a union member.

Last year, I got a verbal warning for being tardy when my car wouldn't start. That was the first time I'd ever been late. I didn't talk to the Union about filing a grievance or anything back then because I didn't think it was a big deal.

Yesterday, when my supervisor saw me getting a cup of coffee a couple of minutes after 7, she said she was sick and tired of workers being tardy for the start of the workday and she suspended me for 5 days!

I see lots of other people at the coffee machine lots of times at and after 7am. I can see the coffee machine from where I work, and I could even name several people who stand around talking every Monday morning until several minutes after seven. They don't get warnings. I don't want to get them in trouble. But that's favoritism, and that's not right.

My supervisor doesn't like me and is picking on me.

