

Advocates

Issue – Supervisor Misconduct Articles 3, 5, 14, 15, 16, 17, 19

Needs

Supervisory misconduct remains an ongoing problem. Most arbitrators will tell you it is beyond their authority to require management to discipline someone outside the bargaining unit – supervision. However, this does not mean we should throw up our hands and ignore the situation. Going to the supervisor's superiors, making the incident(s) part of the labor/management agenda, civil or criminal suits, or grieving are all potentials to stopping these insidious actions.

National Business Agent Blakely has put together a comprehensive book which teaches us ways to challenge this activity within the grievance/arbitration procedure; see attachment #A. At the beginning of attachment 1 is a abbreviated Listing of Contents. The Listing contains an overview, supportive documents, case law and a Union brief. Our thanks to Doug.

Any materials or suggestions you may have on this troubling issue would be appreciated.