

Policies regarding Additional Pay for Shop Stewards

Information compiled April 9, 2007

The Question: Do you pay your shop stewards additional pay when they come in at the request of a member to speak with management? If you do pay the shop stewards, at what point are they allowed into meetings with the employees, is it only when it may lead to discipline or at any meeting?

Clallam Transit says... When a union rep is requested by a union member to be present at a meeting, we grant the union rep "union leave", which is unpaid, even if the union rep is relieved from duty. We have ATU 587 here.

CUBS says... We do not pay the shop steward.

Everett Transit says... When scheduling an employee for a meeting that may lead to discipline, we inform the employee that they may bring a union representative and for them to make the arrangements through the union. We do not pay the union representative and we do not make the arrangements. We expect that they will find a union rep (or any other union member) that is not on the clock to attend the meeting. We only pay the union rep if we request them to be in the meeting, (and there are times it is to our benefit to have them present). However, for normal meetings, we do not pay.

Grays Harbor Transit says... When an employee is called in for a disciplinary meeting and requests a Shop Steward we usually leave the Shop Steward on Company time because those meetings are kept short. We do not pay for Stewards when it's going to be an extended meeting or any time during Negotiations.

Island Transit says... We are non-union.

Kitsap Transit says... Absolutely not! That's Union business and it's on their nickel, not ours.

Link Transit says... *Our SOP is the same as Everett*

Mason Transit says... We do not have a union and therefore no stewards. We do, as a courtesy, pay an employee and their "support" person if they request pay. Usually they do not, and we do not have it in our written policies.

Pacific Transit says... We do not pay the shop steward if they come in to speak to management at the request of one of their members.

Spokane Transit says... We do not pay shop stewards when they come in at the request of a member to speak with management. We do advise our employees of their Weingarten Rights when we bring them in for an investigation that may lead to discipline. We allow employees "Union Representation" whether the meeting may or may not lead to discipline.

Twin Transit says... Shop stewards or other union reps are only allowed to attend meetings that may lead to discipline, and upon request of the employee wanting the representation. The employee is notified to attend a meeting that may lead to discipline, and then it is up to them to find a union rep that is not scheduled to work at that time to attend with them. The shop steward or rep is not paid, but the employee required to attend the meeting is paid. This is how we handled the situation until we recently decertified.