

# "SUPERVISORS" **IN UNION** VS. NONUNION COSTCO STORES

## **IN NONUNION STORES, "SUPERVISORS" ARE EXPECTED TO:**

- Discipline co-workers
- Direct work
- Enforce management policy — with no real authority, no protection, and no say

## **IN UNION STORES:**

**The position is called a "Lead" — not "Supervisor" — and Leads are:**

- Teamsters
- Covered by the National Master Agreement (NMA)
- In the bargaining unit
- Eligible to vote on contracts and elections

## **LEADS DO NOT:**

- Issue discipline
- Act as management

## **CONTRACT PROTECTIONS FOR UNION LEADS:**

- Receive \$2/hour Lead pay premium.
- Protected under a Just Cause standard (can't be fired or disciplined without just cause)
- Seniority rights
- Protected by a grievance and arbitration procedure
- Eligible for a defined-benefit pension
- Job security under the NMA

**LEADS ARE NOT "AT WILL." THEY ARE NOT DISPOSABLE.**

## *The* **QUESTION:**

**Why should non-union Supervisors be required to do management's work when union Leads aren't — and they're protected and receive benefits under a union contract?**

