

**New Article—Protection of Bargaining Unit Work**

~~X.1 — The City agrees that the function of supervisors is the supervision of Employees and not the performance of the work of the employees they supervise. Accordingly, the City agrees that supervisors and other employees of the City who are not members of AFSCME Local 189 bargaining unit shall not perform any Local 189 bargaining unit work, except:~~

~~(A) — In emergencies arising out of unforeseen circumstances which call for immediate action to avoid interruption of operations;~~

~~(B) — In the instruction or training of employees, including demonstrating safety and the proper method to accomplish the task assigned.~~

~~X.2 — In the event of an emergency, supervisors may only perform Local 189 bargaining unit work until bargaining unit employees are available. The City shall make every reasonable effort to maintain a sufficient workforce to staff its operations with bargaining unit employees.~~

~~X.3 — It is agreed that volunteers engaged by the City will be supernumerary to established positions in the bargaining unit. Volunteers shall not be used to:~~

~~(A) — Replace bargaining unit employees or fill established positions in the bargaining unit;~~

~~(B) — Reduce the number of employees covered by this agreement; or~~

~~(C) — Cause an employee to have a reduction in regular work hours.~~

~~X.4 — The City will notify the Union prior to the use of volunteers.~~