



UPS Teamster Times

Volume 1



Worldwide Services
Synchronizing the world of commerce

Welcome to the UPS Teamster Times, a new educational newsletter that we will be delivering to you regularly. With UPS Contract negotiations fast approaching, the time is NOW to start getting more educated about your contract, what it means, and what kinds of changes could be on the horizon.

Stay tuned for more info, mini-lessons on your Contract language, and negotiation updates!

“Supervisors Working”: What is it really, and what does it mean for you?

“Supervisors Working” is covered by Article 3, Section 7 of the National Master UPS Agreement, and its definition is pretty straightforward: when a supervisor stops supervising and starts *doing your work for you*, then he or she is violating the Contract and you’ve got a grievance on your hands.

“Supervisors Working” would include: setting up a work area before employees arrive; assisting in the forward progress of any package; opening trailer doors; unloading or loading vehicles, planes, etc.; shuttling packages in their private vehicles to drivers on route — and these are just a few examples.

There are plenty of excuses that the Company may try to use to justify stealing our work (and yes, we take them

We take them stealing our work just as seriously as they take you stealing from them.

stealing **our** work just as seriously as they take you stealing from them). They might say they are “just trying to help you out,” or that “we’re all part of a big team,” or “we are just training!” but they

are just trying to cover their own asses. **Do they ever cut YOU any slack when you violate the rules??**

When the Company steals your work by giving it to their salaried supervisors, they are taking money out of your pocket, your paycheck, and your pension. Every hour of work that they steal from you is one less hour of payment into your pension fund, which hurts not just you but ALL Teamsters whose retirements depend on the health of that

fund. **Do not let them get away with this!!**

What should I do if I see a supervisor working?

Document, document, document. Write down the Who, What, Where, When, and Why of every incident where a supervisor was doing bargaining unit work. Be specific. If there were witnesses to the incident(s) you describe, write their names down as well. **Involve your Union Steward to help you file a grievance against the Company.**

A perfect example would look like this:

May 31, 2017, part-time supervisor Patty performed bargaining unit work. Patty was unloading in door 7 from 3:00AM until 4:10AM. Jim witnessed this violation.

What is the penalty for Supervisors Working?

The Contract allows for monetary penalties, which are awarded at the grievant’s **DOUBLE-TIME RATE OF PAY.**

So if you see and document a supervisor doing your work for half an hour, you could receive a full hour’s pay for your trouble. But if you don’t report it, then nobody gets anything.

Remember, when it comes to our bargaining unit work, the only team each of us belongs

to is the Teamsters. The only “help” supervisors are likely to give is to “help” you and your coworkers get paid less.

Pride in our Union, proud to be a member of Teamsters Local 174.

The penalty for Supervisors Working is the reporting employee’s DOUBLE-TIME RATE OF PAY for the length of time the supervisor was doing your work

Your Teamsters Local 174 UPS Team:



Rick Hicks:

Local 174 Secretary-Treasurer
(Principal Officer)



Ted Bunstine:

Local 174 President
UPS Division Director



Matt Webby:

Senior Business Agent
Seattle Drivers and Preload, Tukwila Drivers
and Preload, Pacific Drivers and Preload,
Valley Drivers and Preload



Jeff Sullivan:

Senior Business Agent
Feeder drivers, Seattle Twilight, Redmond
Twilight and Night, Boeing Field Twilight and
Night, COHO Twilight and Night, Import, and UPS Freight



Nate Madoulet:

Business Agent
Redmond Drivers and Preload, Boeing Field
Sunrise, Tukwila Local Sort, Pacific Local
Sort, Valley Local Sort

Links:

(use a QR Code Reader app on your phone to view)

UPS Page on our website:

www.teamsters174.net/ups



Teamsters 174 Facebook:

www.facebook.com/TeamstersLocal174



IBT's UPS Rising Facebook:

www.facebook.com/TeamUPSRising



Fighting Back Against Harassment:

Part 1

Harassment at UPS takes many forms, and it is unfortunately a *rampant* problem.

Many articles in the National Master UPS Agreement touch on harassment, but we are going to start with Article 37, which is the Article where the vast majority of harassment-related language resides. Specifically, let's talk about this part:

"The Employer will treat employees with dignity and respect at all times, which shall include, but not be limited to, giving due consideration to the age and physical condition of the employee."

Sometimes, we joke that this contract article requires that "your supervisor can't be mean to you." But in reality, this phrase gets to the heart of what harassment really is.

If your supervisor observes you while you work, that probably isn't harassment.

But if your supervisor **screams** at you and tells you to go faster, that is not treating you with dignity or respect and it is harassment. If your supervisor gets in your personal space and acts aggressively, that is harassment. If your supervisor swears at you, name-calls you, or uses a racial slur against you, *that is harassment!*

Does your supervisor have to be nice to you all the time? We'd certainly appreciate it, but we won't hold our breath. However, if their treatment of you rises to the level of harassment, **your Union is here to help you.**

What do I do if I'm being harassed?

Just as with Supervisor Working grievances, the key here is to document, document, document! Write down the specific Who, What, Where, When, and Why of every harassing incident. Get witnesses' names, and get a Union Steward to help you file a grievance.

You can also call the UPS Corporate Human Resources hotline at 1-800-220-4126. You can report a complaint against your supervisor or manager, and then follow that up with a Union grievance. This will help get the Company's attention at a higher level.

We take harassment cases very seriously. If you were to get into your supervisor's face to swear at them and insult them, would they forgive you and let it go?

If they wouldn't, then why should you?



Do you have any ideas for articles you'd like to see in this newsletter? Please contact Jamie Fleming at jfleming@teamsters174.org to share them!