



# UPS Teamster Times

Volume 2



Worldwide Services  
Synchronizing the world of commerce

## ATTENTION ALL UPS EMPLOYEES:

Your contract demands meeting has been scheduled! More information on reverse.

**August 13, 2017 — 9:00AM**

### Harassment Part 2

In the first edition of this newsletter, we discussed the section of Article 37 that demands that the Employer treat the Employees with dignity and respect at all times. This time around, we are going to discuss some of the other aspects of Article 37 and how they dictate what is and is not considered harassment by UPS. We will also discuss another contract article that can be a defense against harassment.

#### Article 37:

**“The Employer shall not in any way intimidate, harass, coerce or overly supervise any employee in the performance of his or her duties.”**

Your supervisors are always going to supervise you. They are probably always going to tell you that you need to move faster, load more packages, deliver more packages, etc. However, there is a line beyond which this behavior becomes harassing, and if you feel that the line has been crossed, please contact your Union Steward to help you file a grievance. Note that

while the Teamsters Union does accept UPS’s Company methods for performing its work, **we do not recognize any production standard.**

**“The Employer shall not retaliate against employees for exercising rights under this Agreement.”**

UPS is NOT allowed to retaliate against you for filing grievances. So if, for example, you file a Supervisor Working grievance that costs UPS a lot of money, and the next week the Company suddenly cuts your hours, then you have another grievance on your hands.

#### Article 6 Section 6: Technology and Discipline

**“No employee shall be discharged if such discharge is based solely upon information received from GPS or any successor system unless he/she engages in dishonesty.”**

The Company may call you into a meeting to discuss things they saw on your GPS report. While you do have to

attend these meetings and listen to what they have to say, note that you can and should have your Union Steward present, and the Company cannot discipline you for violations based solely on the GPS.

#### What do I do if I’m being harassed?

Just as in the first edition of this newsletter, the key to fighting harassment is to document it clearly. Write down the Who, What, Where, When, and Why of every harassing incident, along with names of any witnesses. Be specific. Involve your Union Steward to help you file a grievance against the Company.

**The key to fighting harassment is to document it clearly.**

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.

If we stand together, we can show UPS that we will not be bullied into submission. Stand together and show the Company that we are Teamsters, and we are proud!



# UPS CONTRACT DEMANDS MEETING

## WHO:

All Teamsters Local 174 Members Employed at UPS

## WHAT:

A contract demands meeting where you can make your voice heard and make sure your Local 174 UPS leadership knows what issues you want to see addressed in the upcoming negotiations for the National Master UPS Agreement, Western Region Supplemental Agreement, JC 28 Rider, and JC 28 Sort Addendum.

You will also be nominating and voting on your Bargaining Committee at this meeting. If you would like to be a Bargaining Committee member, you must be present at this meeting to be nominated.

## WHERE:

Teamsters Local 174 Union Hall  
14675 Interurban Ave. S, Tukwila WA, 98168  
Large Auditorium

## WHEN:

August 13, 2017

9:00AM

# Get Involved. Be Heard.



## Your Local 174 Representatives:

Reach them at (206) 441-6060



### **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](http://www.teamsters174.net/ups)



### **Teamsters 174 Facebook:**

[www.facebook.com/TeamstersLocal174](http://www.facebook.com/TeamstersLocal174)

### **IBT's UPS Rising Facebook:**

[www.facebook.com/TeamUPSRising](http://www.facebook.com/TeamUPSRising)



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

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