



Fighting Back Against

Harassment at UPS

DISCIPLINE

THREATS

INTIMIDATION

Harassment at UPS takes many forms, including discipline, threats and intimidation based on **technology**, **9.5 requests**, **retaliation** for filing a grievance and **inadequate staffing**...

What parts of the contract address issues of harassment from supervisors and management?

ARTICLE 6

- ✓ Protects members from discipline based on GPS & technology



ARTICLE 12

- ✓ Protects members from discipline for work performed by an employee using an electronic device in someone else's name



ARTICLE 37

- ✓ Provides process and procedure for obtaining 9.5 protections
- ✓ Provides a way for the union to challenge inadequate staffing when there are unresolved 9.5 grievances
- ✓ Prohibits UPS from piling work on an employee on the 9.5 list during the last 2 days of the week
- ✓ Protects employees from retaliation for filing grievances



Language that protects UPS members from harassment is only effective when you use it!