

ON THE CLOCK

ENFORCE THE CONTRACT TO PROTECT YOUR WORK, YOUR TIME, AND YOUR DIGNITY

Peak season is over, which means two things: it's time to further protect our jobs and combat management harassment against UPSers. Our new contract gives us stronger tools to crack down on management's abusive practices and hold the company accountable for its violations.

SUPERVISORS WORKING

When supervisors perform Teamster work, they are taking jobs away from our sisters and brothers.

The new contract strengthens grievances against supervisors working with increased penalties. The first three violations will be paid at double time but, under **Article 3, Section 7**, the fourth violation by the same supervisor qualifies for the quadruple-time penalty.

PAID FOR TIME

Increased pressure for RPCDs to work off-the-clock is another attack on Teamster jobs at UPS. This hurts RPCDs with unpaid work time and harms pre-loaders by taking away their work, leading to potential job cuts and reduction in hours. In these cases, grievances can be filed on behalf of the RPCD for unpaid time worked under **Article 17**.

RPCDs should also take their contractual meal periods during the appropriate time according to their respective supplement. When the company pressures drivers to work through their breaks, it means the amount of work on the routes can be increased and more routes can be cut.

HARASSMENT

While harassment at UPS is a daily problem, management often doubles down on harassment after peak to further cut costs. **Article 37, Section 1(b)** of our new contract increases the maximum pay for harassment to five times a member's daily guarantee.

It's up to all of us to be vigilant and document the most egregious cases of harassment. Use the Grievance Notes Form in the UPS Teamsters app or keep your own daily notes to show patterns of harassment and over-supervision. By focusing on supervisors and managers who are the worst repeat offenders, you have a better chance of winning grievances, correcting management's unfair behavior, and collecting the higher penalty.



Go to the app for the full contract and read the above articles and sections of the agreement. We won't let UPS take away our work, our time, or our dignity!