

Greetings

From

LOCAL 597:

The Big Brown Machine has been under contract with the Teamsters for a long time. Multiple generations of workers have fought to create this UPS Bill of rights that you enjoy. It is up to you to hold the company accountable when they violate the contract.

At UPS you have a right to a steward whenever you might be in trouble. Insist on it, don't say a word or participate in any way in the conversation until the **STEWARD** is in the room.

If they come up to you and ask a question before PCM, punch in. You are paid for this.

You have the right to 8 hour requests and the company must give you that, if they don't, and you choose to finish the route and go over 8.5 hours talk to the **STEWARD** again the next day.

Any time worked before your regular scheduled shift starts is **OVERTIME**.

You have the right to be treated with Dignity and Respect by management. If they don't, tell your **STEWARD**.

You have the right to receive training. Sometimes the people you work for 'forget' that you don't know everything.

You have the right to a fair day's pay for a fair day's work.

The Contract is your UPS Bill of Rights

You have the right to enforce your rights! Every year UPS pays millions across the country in penalties as well as tens of thousands here in Vermont to people who hold them accountable.

You have a right to have your vacation paid out **IN FULL** ahead of time, before you take your vacation.

You have the right to have pay shortages above \$45 paid out within 2 days. If they go over a week, and you file a grievance, you receive a 4 hour penalty **PER WEEK**.

You have the right to have your benefits paid if you are laid off for part of a week! Never agree to be coded scheduled off or you could end up paying your own insurance!

THESE RIGHTS HAVE NOT JUST GROWN OUT OF THIN AIR, THEY EXIST BECAUSE OF THE SACRIFICES OF PREVIOUS GROUPS OF TEAMSTERS. DON'T INJURE YOUR FELLOW TEAMSTERS.

DON'T IGNORE SAFETY DEFECTS.

DO YOUR WORK, DON'T FAKE EC.

DON'T FAKE INJURIES.

TREAT YOUR CUSTOMERS WITH RESPECT, AND TAKE PRIDE IN YOUR JOB!

