



Technology & Discipline

It's Time for Some Honesty About the Dishonesty Language



The International Union has put out selective contract "highlights." To protect ourselves from unfair discipline based on technology, UPS Teamsters need the full story.

Selective Highlights

The International Union's highlights say that "The company must confirm information from GPS by direct observation or other corroborating evidence. Otherwise the GPS information will not be used for discharge."

The Full Story

The contract is very clear that the company does NOT need direct observation or corroborating evidence if a Teamster is terminated for "dishonesty."

Selective Highlights

The International Union's highlights say that "No employee will be discharged based solely on information received from GPS unless the person intentionally defrauds the company."

The Full Story

The contract already says you cannot be fired based solely on information from technology unless you "intend to defraud the company." The "intend to defraud" language is not new and it has not protected Teamsters from discharge.

The Bottom Line

The company's ability to fire an employee for "dishonesty" solely based on information from technology is largely unchanged in the new contract.

In all cases that do not involve accusations of dishonesty, the company will need direct observation or corroborating evidence to fire an employee.

This may help in some cases. But UPS accuses drivers of dishonesty in the vast majority of terminations based on technology.

Dishonesty used to mean theft. Not anymore. UPS has fired drivers for "dishonesty" and "falsification of records" for recording an attempted delivery on a

missed package, sheeting a residential delivery as a closed commercial stop, recording air when they're not at the stop, and other practices that are commonplace and sometimes encouraged by management.

Such discharges have nothing to do with stealing but they have been repeatedly upheld under the "intent to defraud" language.

The new language does state that you must commit an "intentional" act which may provide more protection in cases of a mistake or human error, depending on enforcement and the grievance panels.

But the new language will not stop UPS from using technology to fire drivers on trumped up charges of dishonesty.

makeUPSdeliver.org



UPS Teamsters deserve the full story on the contract. That's what you get from Teamsters for a Democratic Union. Read the entire text of the proposed UPS contract, including Article 6 (Technology) at www.makeupsdeliver.org