

**ARTICLE 33
RESPECTFUL, FAIR TREATMENT**

- A.** Teamsters Local 2010 and the University recognize that respectful, fair treatment of others promotes a work environment and organizational culture that supports and values all members of the University community. Therefore, University representatives shall treat members of the bargaining unit with dignity and respect in all interactions. In addition, members of the bargaining unit shall treat University representatives with dignity and respect in all interactions. For information purposes only, the following resources are available:
1. Guidance on Abusive Conduct and Bullying in the Workplace – <http://policy.ucop.edu/doc/4000647/AbusiveConductAndBullying>
 2. The University of California's Principles of Community and UC's System-wide intolerance report form – https://ucsystems.ethicspointvp.com/custom/ucs_ccc/
- B.** Nothing in this Article shall be construed to change established University policies and practices about political expression and/or freedom of speech; nor shall anything in this Article impede normal expression in labor-management communications.
- C.** The University and Teamsters Local 2010 are committed to a workplace that is free of persistent bullying and significant disruptive behavior. The types of behavior that the University and Teamsters Local 2010 agree are inconsistent with respectful fair treatment include but are not limited to yelling, profanity, vulgarity, and/or verbal abuse that result in a persistently intolerable work environment. The content of sexual harassment training, including identification and avoidance of abusive conduct shall be appropriate subjects of local Labor Management meetings.

D. DISPUTE RESOLUTION

1. Any complaints arising from this Article that alleges violation of this article in conjunction with other alleged violation(s) of this Agreement shall be grievable only through Step 2 of the grievance process.
2. If a grievance alleges a violation of Article 33 only, the grievant may appeal the Step 2 decision to Step 3 in accordance with the provisions of Article 7 - Grievance Procedure Section F.3.a. - c. The appeal shall be referred to the Vice President – Human Resources for investigation and issuance of a report of findings, by his/her designee. The report shall be submitted to the appropriate campus/medical center/Laboratory official.

The University and Teamsters Local 2010 agree that concerns about violations of this article may be discussed at local labor management meetings pursuant to Article 12 - Labor Management Meetings, Section A.