



Model Contract Language

This model language is general. We recommend you work with your Labor Relations Specialist to discuss language to best meet the specific needs of your local.

Workplace Dignity and Respect

The employer and the Union agree that every employee has the right to be treated with dignity and respect. Employees shall not be subjected to repeated and persistent conduct that is hostile, intimidating, humiliating or abusive including conduct through e-mails and other electronic communication. A single act of bullying or harassment will not normally constitute abusive conduct, but an especially severe and egregious act will be considered a violation of this article.

Any employee who believes she or he have been targeted for bullying and/or harassment may report the alleged acts to their supervisor or other administrator or manager. The employee's concerns will be addressed internally within (#) days.