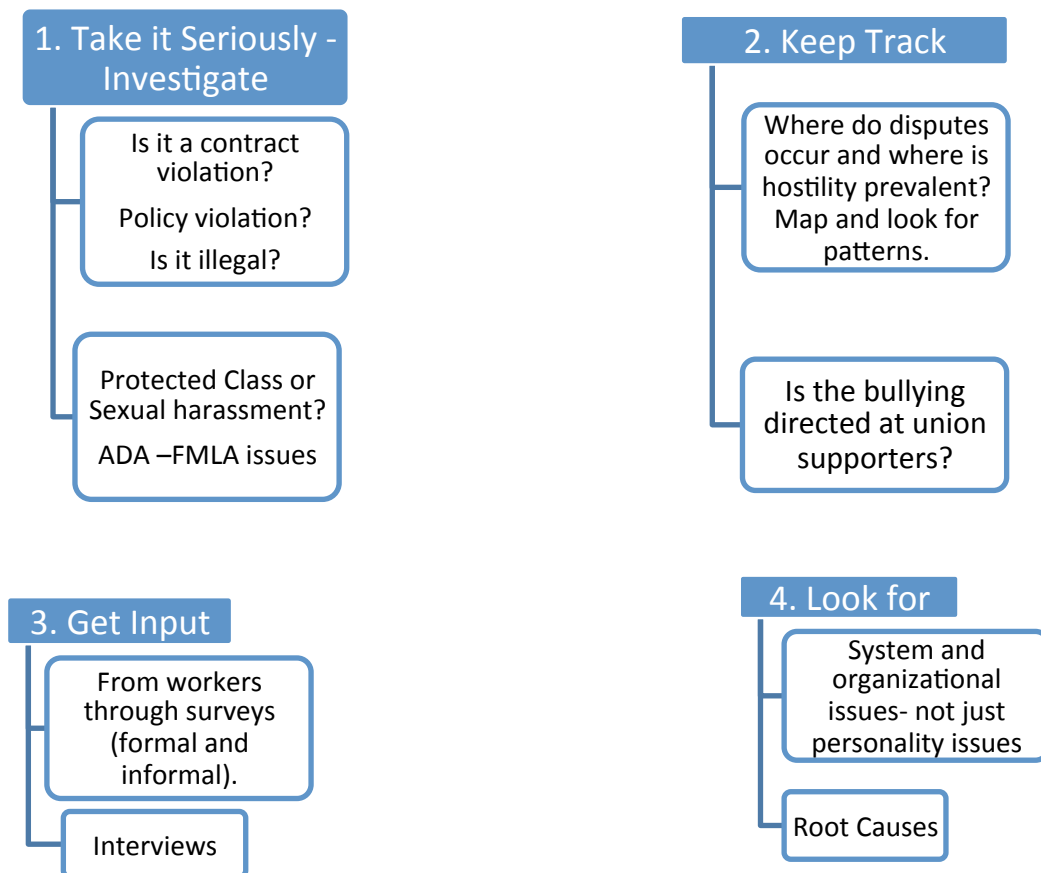


Tips for Union Action on Bullying

- Meet one-on-one with the target and then call a meeting of interested people or other parties who are impacted.
- Know what the employer has or has not done about the problem.
- Evaluate support for confronting the issue, among coworkers and with union activists.
- Decide on a plan, discuss tactics and make sure everyone is on board.
- Choose your forum. Should you meet with a supervisor, manager, Human Resources or in a Labor/Management committee? If the first meeting doesn't work, what's next?
- Be clear what the demands are, have realistic expectations, keep an open mind to possible solutions.
- Evaluate: did we win, did we make progress, or should we plan our next steps.



What actions can we take?

- Group grievances – consider filing under a health & safety clause or a no discrimination clause if the target is in a protected class.
- Delegations to managers at higher levels
- Organized show of support for the victim of bullying (isolate the bully)
- Work legislatively on a Healthy Workplace Bill
- Make no bullying or respect language a priority for negotiations

Here are two examples:

The Employer does not tolerate bullying behavior, which is defined as repeated inappropriate behavior, either direct or indirect, whether verbal, physical, or otherwise, by one or more persons against another or others, at the place of work and/or in the course of employment.

Examples of bullying could include: slandering, ridiculing or maligning a person or his or her family; persistent name calling which is hurtful, insulting or humiliating; using a person as a butt of jokes; abusive and offensive remarks.

Behaviors that contribute to a hostile, humiliating or intimidating work environment, including abusive language or behavior, are unacceptable and will not be tolerated.

Resources:

- The Washington State Department of Labor & Industries houses SHARP – **Safety and Health Assessment and Research for Prevention**, which provides on-line resources and publications about workplace bullying.
<http://www.lni.wa.gov/Safety/Research/Workplacebullying/Default.asp>
- **The Healthy Workplace Bill website:**
<http://www.healthyworkplacebill.org/>
- Book: **The Bully at Work: What You Can Do to Stop the Hurt and Reclaim Your Dignity on the Job**, Gary Namie, PhD & Ruth Namie, PhD
- Website: <http://www.workplacebullying.org/>