



NEW DAY AT UPS

NEWS FOR UPS WORKERS, BY UPS WORKERS!

NEARLY 100 UPSERS TO BE LAID OFF AT THE WEST CHARLOTTE HUB

by Charles Milton (WCHNC)

The March edition of New Day detailed how the Teamsters union leadership cover up for layoffs and the overall worthlessness of the contract between the union and UPS. It detailed planned and completed layoffs and the response of our despicable, so-called “union representation”. In a March 17 public letter to shareholders, UPS CEO Carol Tomé gave the following update: “[UPS] completed 49 operational closures in the U.S., including 11 buildings, under our Network of the Future initiative, resulting in nearly 62% of volume being processed through our automated facilities, an increase of 430 basis points compared to 2023.” The fact that already a majority of volume is being processed through automated facilities shows just how rapid and successful UPS’ drive to reduce headcount and increase per-capita productivity has been—thanks in large part to the ability of the Teamsters to sabotage the trade union movement.

In March, word slowly traveled around the West Charlotte UPS hub that the day sort would be getting shut down and ninety-nine UPSers would be losing their jobs on May 2nd. This came despite upper management, who for nearly a year had been discussing potential layoffs, stating in conversations in January that layoffs would not be happening and attempting to reassure workers that their positions were secure. This sudden reversal blindsided nearly every inside worker and leaves them with little time to find a new workplace. In violation of the “Worker Adjustment and Retraining Notification Act,” UPS did not provide a written notice of the layoffs to employees, despite declaring to the North Carolina Department of Commerce that they had fulfilled this requirement. In fact, no announcement of any sort has been given; word of the mass layoffs passed slowly through word of mouth after several part-time managers leaked news of the layoffs to inside workers. Some inside workers did not find out about the layoff until over a week after UPS claimed to have sent out a written notice.

Management has promised positions on either the twilight or pre-load sort to a select few individuals, not based on seniority but instead on blatant favoritism. In order to get around the contract, management sneakily offered to immediately

transfer those individuals to a different shift before news of the layoff had even spread to the majority of the warehouse. This is blatantly breaking Article 38, Section 1 of the National Master Contract, which states that “whenever a center or hub is partially closed and the work of package drivers and all other regular employees, part-time and full-time, excluding feeder drivers, is transferred to or absorbed by another center, the affected employees may either follow their work and have their seniority dovetailed in the new center or be allowed to exercise their seniority in their present center and displace the least senior employee in their respective classifications.”

As expected, Teamsters have done nothing; Local 71 whose leadership is affiliated with the Teamsters’ for a Democratic Union has not even put out a statement about the layoffs, nor has it informed UPSers being laid off about the possibilities of moving to a different hub or sort based on their seniority. Teamsters’ stewards have either thrown their hands up or been impossible to find. The only sign of life Teamsters have shown was Secretary-Treasurer of Local 71 “Hotdog” Brandon Price came to the building and spoke to less than a dozen of the ninety-nine UPSers getting laid off about the possibility of moving to a different sort but neglected to criticize the layoff. \$147,346 was disbursed to Price in 2024 by Local 71 according to the Office of Labor-Management Standards—clearly, he has no incentive to actually organize UPSers against layoffs, and every reason to sit back and continue collecting his six-figure pay from the Charlotte UPSers paychecks. (Note that the median wage of UPSers is \$55,200 according to UPS’ 2025 Proxy Statement and 2024 Annual Report—a far cry from the much-publicized lie of \$170k/year spread by CBS, CNBC, BBC, Business Insider, and USA Today among others.)

This is a much different reaction than in 2023 when the union had out-of-state bureaucrats stand outside the building to declare how great the contract they had just signed with UPS was and argue with anyone who correctly pointed out that the contract was nothing but a flat-out sellout. Since then, UPSers at the building have only experienced poor staffing, widespread injuries, massive speedups, sharp hour cuts, a

Email Us at Newdayatups@proton.me



mountain of contract violations, lower cumulative pay, and now have lost their jobs. The evidence that Teamsters' contract with UPS was nothing more than a historic sellout has been piling up since the first day the tentative agreement was first signed.

This is the second set of layoffs to hit the West Charlotte hub; last June the night sort shut down and eighty-two people lost their jobs, and very few were able to move to other sorts. Last year UPS planned to close the entire building but changed course for now. While the preload and twilight sorts will still continue, it seems very likely that those sorts will be on the chopping block within the next year or two as UPS continues forward with its "Network of the Future" initiative, where 200 UPS facilities are expected to be shut down by 2028.

UPS's revenue has only grown in recent years, increasing from \$74 billion in 2019 to \$91 billion in 2024. Average daily volume in 2024 was 22.418 million as compared to an average daily volume of 22.290 million in 2023. Yet the company, to further increase profits, plans to lay off tens of thousands of its workers. Teamsters offer UPSers no protection from these layoffs and have refused to put up even a symbolic fight against them. Those layoffs of over 180 UPSers at the West Charlotte hub over the past year are just more evidence of that. In fact, the president of Teamsters Local 71 in Charlotte is Willie Ford, who is part of the Teamsters international leadership as one of three international trustees. (Ford received \$153,900 in salary disbursements from the local in 2024.) If this is what is occurring at his own local, UPSers should expect the same from Teamsters' leadership nationwide.

New Labor Organizing Committee Announcement

On March 11, several Starbucks locations were struck. The strike was organized by Starbucks Workers United (an SEIU affiliate, and by extension the AFL-CIO), although the NLOC affiliate Barista's Voice participated. In the course of the strike, which involved a sit-in at the striking stores as well as at non-striking stores, over a dozen organizers were arrested including both NLOC and SEIU supporters. The police were unfortunately informed ahead of time of the labor action by a renegade SEIU scab. For more information, read "The Starbucks Strike Shatters Illusions in the Labor Movement" at newlaborpress.org.

Automated sorting and scanning equipment in operation at the Utah Regional Hub, Salt Lake City, Utah. Photo from Bloomberg.



New Day is a newsletter produced by UPS workers to rally our coworkers against UPS corporate and their agents in the Teamsters. New Day Committees are for gathering information and disseminating the basic outlook of the revolutionary UPS workers to the rank and file in the operation, as well as a base that our coworkers can use as a launchpad for campaigns around more immediate issues. Our long-term goal is the creation of a revolutionary industrial logistics union.