



NEW DAY AT UPS

NEWS FOR UPS WORKERS, BY UPS WORKERS!

THE SCAB MENTALITY AND OBSTACLES TO ORGANIZING UPS

by Frank Loder (WORMA)

Once Again on the Lunch Clock Situation

It is a basic principle of trade unionism that every collision between management and the rank and file causes a split among the rank and file, between the capitulators on one hand and the workers who are prepared to stand their ground on the other. Naturally, any serious labor organization must dump the former and consolidate the latter through education and the delegation of organizing tasks. It is with this principle in mind we must analyze the lunch clock situation in WORMA detailed in the previous edition.

Regarding the illegal discipline given to the WORMA full-timers for not punching out for lunch, let us first reiterate that the issue is not punching out for lunch. If that was an issue for UPS, all they had to do was not include article 52 in the 2023 New England supplement, which specifically states one punch for start and one punch for end of work day. What's ACTUALLY at issue is whether or not management has the right to discipline us for any reason they want—including FOLLOWING THEIR CONTRACT—and the right to revise the terms of our employment on a whim. So on the one hand, this tiny issue (which the IBT is fully prepared to capitulate on) is only the tip of the spear and can't go unchallenged by the rank and file; on the other hand, it is simply not sustainable for New Day to commit to defending an agreement that the IBT and UPS hold in contempt. We will have a meeting of the punch boycottists this month to decide the correct course of action. In my opinion, it is time to give the Teamster bums a final notice: EITHER GET UPS TO FOLLOW YOUR CONTRACT, OR WE PURSUE THE ESTABLISHMENT OF OUR OWN AGREEMENTS WITH UPS MANAGEMENT. It is not acceptable that we should have to pay dues to the IBT solely for the purpose of funding fraud, embezzlement, and corrupt business practices while they allow UPS to do whatever it wants in the workplace. As UPS' activities include breaking federal laws and regulations, and the courts and regulatory agencies are fully aware of this and complacent in it, we cannot recognize the authority of these bodies. As we cannot recognize their decisions concerning collective bargaining with UPS, we will not use their channels in the collective bargaining process but must instead organize our own with the minority of managers who actually do their jobs correctly and with respect to the rights of the hourlyies.

There is a very important issue here: both UPS and the Teamsters have practically liquidated the majority of the contract clauses that affect the inside workers, with the exception of wages and in some cases seniority. At the same time, it's not possible to establish a

collective bargaining agreement with UPS, whether it's New Day or Teamsters or anyone else, if UPS can violate it and the UPSers just accept it. The Teamsters are fine with this so long as they are getting their "cut" in the form of obligatory dues, but it's not fine with us and it shouldn't be fine with any UPS employees who want a good-paying secure job. Establishing trade union unity and discipline among the UPSers is the precondition for ANY improvement at UPS right now.

On that note, the behavior of many full-timers concerning the lunch clock situation merits serious criticism, especially the day-twi full-timers (who usually have more seniority and benefit from better management and lower productivity expectations/better staffing on the day sort) but many twi-night full-timers as well. UPS' little campaign in WORMA revealed that a lot of the people who THINK they are serious, militant UPSers are unprincipled cowards when push comes to shove. And conversely, there are UPSers who demonstrated in practice that they are willing to stand up to UPS even under conditions of total abandonment by the IBT and minimal support from their coworkers. The UPSers who immediately capitulated on the lunch clock issue without ever consulting their coworkers need to self-criticize if they want to be taken seriously as trade unionists. I would contrast the behavior of those people with the dozen or so UPSers in local 177, who walked out of the Blauvelt building in NY in early June in protest against management harassment, seniority violations, and impending layoffs. That is what we should be aspiring to right now, not collectively shitting our pants because the scumbag sort manager who can't go one day without breaking the contract wants us to shave minutes off our own timecards.

The International Brotherhood of Scabs

This is IBT General President Sean O'Brien's analysis of the Trump administration so far, via X: "If Elon's temper tantrum has revealed anything, it's that @realDonaldTrump isn't bending over for big donors, no matter if it's SpaceX, the Chamber of Commerce, or the Right to Work Foundation. Thanks to this President, the GOP is changing, and for the better." And furthermore: "Let's get one thing straight: @realDonaldTrump wasn't elected by Elon. He won because working people have had enough of ego-driven billionaires like @elonmusk who want to run away to Mars only after they eliminate every decent job in this country."

This is noteworthy for two reasons. First, this places IBT GP O'Brien in an objective alliance with the hardcore reactionary wing of UPS

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management. I have in mind a particular night coordinator in WORMA who wears MAGA apparel in the operation, shamelessly uses racial slurs and abusive language to refer to other employees, and (of course!) absolutely refuses to do his job correctly within the bounds of the collective bargaining agreement. That is the type of person O'Brien has ideas in common with, NOT the rank and file UPSer. Second, and this cannot be overemphasized, THIS IS THE TEAMSTERS FOR A DEMOCRATIC UNION PRESIDENT. TDU is the model in the labor movement for other "democratic" caucuses like CREW in the IATSE, the ALU Democratic Reform Caucus (who successfully dragged the ALU into the IBT), UAW in the UAW (which is now liquidated after having served its purpose of laundering Shawn Fain's reputation), BFN in the NALC, Teamsters Mobilize, etc. There is probably not a single person in TDU who consciously supports Trump. In fact, most TDU people would probably consider themselves labor militants who are part of the opposition to Trump. Yet, objectively, it was their organization's slate that reoriented the union towards Trump after two decades of shameless pandering to the Democrats under Hoffa Jr. Is this an accident? No. It is the inevitable consequence of tailing the NLRB at a time when Trump is converting all the regulatory agencies into goons for the executive branch, i.e. himself. This is a very important lesson: there is what the "organizers" of TDU CLAIM to be doing, i.e. defending the rights of the rank and file, and then what they are ACTUALLY doing, i.e. defending the privileges of the reactionary bureaucrats who have sold out the rank and file.

Actually, this is what makes the hypocrisy of the recent complaints from the IBT about UPS so rancid. The IBT agreed in the 2023 National Master Agreement to limit air conditioning only to the drivers, and even then, only to some drivers (28,000 vehicles to be exact). The issue of climate control for the inside workers—aka the vast majority of UPSers—was never even brought up. On top of this, they did not include any penalty to the company for not installing A/C, for instance, by having to give hazard pay to drivers for hours worked during extreme weather warnings. In order to get the contract ratified by the members without actually doing anything about UPSers dying in extreme temperatures, the IBT straight up lied, claiming in "We've Changed the Game: Teamsters Win Historic UPS Contract" that their "Deal Results in Higher Wages, More Jobs, Equal Pay, A/C, MLK Day, Part-Time Rewards"—they forgot to include "terms and conditions may apply"! And, as one final layer of hypocrisy, they support the president who is completely dismantling the bare minimum concessions and regulations that exist in this country. And they want to posture in the press about how UPS has delivered only 10% the required amount of air-conditioned vehicles, with O'Brien saying, "We want answers. The summer heat beating down on our members is no joke. UPS is playing a dangerous game with the lives of thousands of essential American workers." ["Teamsters complain UPS slow to deploy air-conditioned vehicles", Freightwaves, 26 June 2025] This is obviously total horseshit from O'Brien intended to distract from the much larger issue of layoffs, but even so, just despicable levels of hypocrisy from a man who has never worked at UPS a day in his life. If he actually took any of these issues seriously, he wouldn't spend his time shilling for Republicans on X.com, and if TDU took any of these issues seriously, they would self-criticize for ever supporting O'Brien.

Another "win" for UPS recently thanks to the geniuses at the IBT: the government released its data on inflation, which conveniently for UPS, is below the threshold set in the contract at which cost of living adjustment raises kick in. TDU actually explained it well in "UPS Teamsters: No COLA For You!": "Article 33 of the UPS Master

Agreement provides for inflation protection, but only if inflation exceeds 3.4%, based on the year of May 2018 to May 2019. The US Bureau of Labor Statistics has just released the May figures, and the inflation index (CPI-W) only rose 1.7%. You may be surprised at that, because inflation has risen faster this year. In fact, the inflation index (CPI-W) has gone up 2.1% in just the last six months, and is rising. The language of Article 33 states that the COLA will kick in after inflation reaches 3% in a year (measured from May to May), but also says it must be at least a 5c per hour raise to be paid out, so the real figure is about 3.4%." So yes, inflation is out of control, but according to our historic union contract, it's not out of control enough to warrant a raise!

If you support either the Democrats or the Republicans, who both supported the ban on the train workers strike in 2022, you are a scab. The IBT, who are an unprincipled gang of careerists and racketeers, support both. If you support splitting the UPSers into various classifications for the purposes of worsening wages and working conditions, as the IBT does, you are a scab. And lastly, if you support a president who stomps on the rights of working people while looting the masses, whether directly via donations (like the IBT) or indirectly via union elections (like TDU), you are a scab. We must oppose the scab mentality of looking out exclusively for oneself, isolate the backwards elements—the minority of lazy, dishonest, selfish, sandbagging UPSers—and be fearless in taking the struggle to UPS, their lackeys in the IBT, and ideologically struggle against those UPSers who put their own person inclinations above solidarity and trade union unity. There will be no improvement at UPS until the UPSers are organized and willing to assert their trade union rights over and against the IBT scabs and UPS management—this basic idea has been proven right again and again in three years of New Day.

Announcement: NLOC Establishes Workers' Circles

The New Labor Organizing Committee has formally accepted the affiliation of the following workers' circles:

- Johnson City New Labor Committee (TN)
- Working People's Association of Charlotte (NC)
- Columbus New Labor Committee (OH)
- Oklahoma City New Labor Committee (OK)
- Providence New Labor Committee (RI)

The purpose of these circles is to provide local assistance to the shop organizations, help new organizers with establishing and expanding shop organizations, study and propagate the line of New Labor and trade union literature generally, organize opposition to reactionary labor organizations, as well as investigate local working conditions and provide regular reports to be published in Labor Storm. These organizations, called New Labor Committees, also have the important task of working towards united action between the NLOC and independent labor organizations not affiliated to the NLOC or the AFL-CIO, such as the Industrial Workers of the World or Carolina Amazonians United for Solidarity and Empowerment. However, unlike the local officials of the state unions, the officials of the workers' circles have no voting power within the NLOC, only the shop organizations. This is to prevent a situation where local officials who are divorced from the workplace struggles dictate the focus of the organization. Workers in the workers circles instead exert influence indirectly, through their participation in the shop organizations or through consultation with the NLOC Executive Council, which is composed entirely of shop organizers. For more details on the workers' circles, see the NLOC program at newlaborpress.org or reach out to newlaboroc@proton.me with any questions or suggestions.

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.

