



NEW DAY AT UPS

NEWS FOR UPS WORKERS, BY UPS WORKERS!

THE LOOMING LOGISTICS CRISIS

by Frank Loder (WORMA)

(The following list of persistent grievances is being reprinted from the 33rd edition for the benefit of seasonal/new hires. These grievances are what we consider to be the main factors drawing UPSers into the labor movement which we would like to solve through independent labor organizing, up to and including an industrial logistics strike to establish our own collective bargaining agreement separate from the Teamsters.)

- National layoffs, successful reduction of headcount through automation and transfer of work away from old buildings with full-timers/seniority workers and towards new automated buildings staffed by part-timers.
- Forced OT for some, lack of OT for others. Inconsistent scheduling in general not aligned with the procedures laid out in the collective bargaining agreement.
- Lack of full-time jobs for part-timers who want them, no clear path to full-time employment.
- Ridiculous four year wage progression with almost all the raises at the very end for those who are able to find full-time employment.
- Supervisors stealing bargaining unit work.
- Harassment over work rates/random contract procedures UPS takes issue with, including inside workers not punching out for lunch per the New England supplement.
- Seniority violations (including in distribution of OT, cutting hourlies, preferred work).
- Lack of climate control, particularly extreme heat for drivers in the South, but really all UPSers are subject to extreme heat and humidity in the summer and extreme cold and unsafe driving conditions in the winter.
- Lack of break periods. (Varies wildly throughout the country, but everywhere UPS is constantly pressuring people to work through them.)
- Constant speedups, which creates huge safety issues, particularly overheating motors/ripping belts and lack of egress. Jobs which are safety-focused (for instance, hazmat responders who clean up spills) are constantly cut or see their hours reduced as part of UPS' cost-cutting drive.

state unions are directly involved in—allows companies we do not even work for to reduce our compensation by simply deciding not to cover something. On that note, UPS recently acquired Andlauer Healthcare Group for \$1.6b. This is a continuation of UPS' network reconfiguration, which is partially aimed at establishing a monopoly within healthcare logistics.

There are a number of factors that are driving towards a major economic crisis in the United States. Principal among them is the fact that Americans' combined spending power is approximately \$16.5 trillion whereas total gross domestic product is approximately \$27 trillion, meaning that we are producing more than we can consume, leading to what is called a "crisis of overproduction", where goods can't be sold because people don't have the money to buy them which causes a cascading effect of layoffs and liquidations. It is not a question of "if", but "when" the crisis will fully break out. Government spending and private lending can only bridge the gap for so long.

In logistics, we already have a large number of bankruptcies (most notably Yellow, but in fact dozens of logistics companies have filed for bankruptcy this year). On top of this, we have the Trump administration cracking down on Mexican CDL-holders which will exacerbate the already-existing driver shortage and high turnover rate plaguing the logistics workforce. Both supply and demand in logistics are plummeting—for example, long-haul (loads traveling 800+ miles) demand fell 30% year-over-year. [See "Truckload capacity is falling faster than demand" from Freightwaves.] Another factor straining logistics specifically is the tariffs and customs process. The massive backlog of international shipments at UPS has resulted in UPS simply destroying parcels that customers don't pay the customs fees for. Tariffs have resulted in declining international volume, with the National Retail Federation actually predicting a 15.7% decline in import volumes year-over-year for the last quarter of 2025. [See "Tariffs torching U.S. container imports: Analyst" from Freightwaves.]

Note also locally, Umass and Blue Cross Blue Shield are negotiating coverage/prices right now, which affects our compensation. The private insurance racket—which all the carriers, brokers, and labor organizations in the logistics industry have

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gotten absolutely out of control over the last several decades, and the Trump administration is only exacerbating it. The actual substance of Trump's "deregulation" is removing every obstacle in the way of outright criminals and frauds. It has gotten so out of control that even the captains of the logistics industry feel threatened by it. At the Freight Fraud Symposium in Dallas, Texas earlier this year, logistics industry "experts" discussed private intelligence and technology as ways of combating fraud in logistics. This is wrong. There has never been a single industry or country in the history of the world that was able to eliminate crime through adopting a new technology or hiring a firm to crack down on employees. Crime is inevitable so long as production is based on profit instead of need. For one, this is because there will always be a class of people who are so poor they will do anything to survive, including robbing trucks. Secondly, everyone is directly incentivized to grab as much as they can for themselves at everyone else's expense. Whether this is companies lying about the services they can deliver so they can get people's business, or individual workers deliberately slacking so they can get more value out of their wage, it's the same drive to maximize profit motivating crime.

UPS is no exception. UPS lets customers pay for air shipping services only to bury their package in the back of a UPS Ground trailer. UPS lies to their union workers and even to their managers about what the job requires them to do and what their compensation will look like. Fraud is out of control in logistics because everyone is willing to lie about what service they can actually deliver, and nobody gets in trouble because all they have to do is show up to court and claim they didn't know any better.

Actually, one criminal action UPS engaged in involved United Way, which is now back in the spotlight because the CEO of United Way in New York is now part of mayor-elect Zohran Mamdani's transition team. UPSers know United Way as the charity that UPS exploits for tax breaks. UPS was sued in the past for illegally diverting salaries to United Way against the will of employees. In this way, the frauds and profiteers wrecking the logistics industry and the "socialist" frauds lying to the masses to win elections are directly connected to each other!

Safety Spotlight

We are going to dedicate this section of the newsletter each month to the disaster that is workplace safety at UPS. This is necessary because the problem is only getting worse, and now, through David Keeling—whose nomination to OSHA the Teamsters supported—UPS and Amazon are directly in control of national workplace safety standards.

We reported on the Taipei Incident, then the death of UPSer Shelma Guerrero, and now, UPS has had yet another major aviation disaster. This time, a fully-fueled MD-11 flying out of Louisville to Hawaii ignited on takeoff and crashed, killing (known as of right now) 13 people. [See "At least 12 killed after UPS plane crashes near Louisville airport" from cnn.com]

This unfortunately joins UPS Airlines Flight 1354 and UPS Airlines Flight 6 as examples of aviation workers being outright killed by UPS. It is worth noting that this happened during the government shutdown—air traffic controllers are expected to just work for free at the moment. The so-called "investigation" into this crash will most likely not report on the conditions at the airstrip, but it is hard to believe they were adequately staffed, and the plane itself was relatively old and had recently undergone repairs. [See "UPS Plane That Crashed Was 34 Years Old—and Repaired in September" from the Wall Street Journal.] In short, this "accident" was completely predictable and the logical consequence of UPS' drive to maximize profit. Using equipment way past when it should be, poorly training paying and staffing employees, and a general attitude of "safety last, profit first" can only lead to more disasters of this type.

Plan

In November, New Day at UPS will produce a flyer extensively explaining the backgrounds of the two slates and their actual platform, which they are concealing from the rank and file. Basically it comes down to the incumbent O'Brien and the Teamsters Mobilize-backed Fearless slate led by the principal officer of the Philadelphia local (TM is a band of renegade TDU bureaucrats who went from opposing the contract to attacking New Day at UPS and defending TDU and the IBT, to now just openly supporting the people who promoted the sellout contract.) This adventure aimed at hijacking the Executive Board will end in failure because it runs counter to the interests of the vast majority of the logistics workers, who require independent labor organizing, not a factional battle within the IBT.

New Day at USPS Unites with the New Labor Organizing Committee

New Day at USPS has united with militant rank-and-file workers and shop organizations across the country and joined the New Labor Organizing Committee (NLOC). The NLOC represents an effort to unify emerging struggles by workers to break from the shackles of class peace and to unite into a combative mass-based working-class movement which can put power into the hands of our class. In joining with the NLOC, New Day at USPS is helping to build the Logistics Unity Committee, which aims to unite logistics workers to tackle the unique problems facing our industry, organize a cross-company logistics strike to address pay and working conditions on a national scale, and establish an industrial logistics union. Right now the LUC includes New Day at Amazon, New Day at USPS, and New Day at UPS: however, any independent labor organizer/organization in logistics who supports this mission may affiliate to the Logistics Unity Committee, with or without acceptance of the full NLOC program.



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.