



NEW DAY AT UPS

NEWS FOR UPS WORKERS, BY UPS WORKERS!

THE STATE OF LABOR LAW AT UPS IN 2026

by Frank Loder (WORMA)

Layoffs update: Yet another logistics company with a Teamsters collective bargaining agreement is liquidating: Standard Forwarding. Per usual, there is zero organized response from the “union”, emphasizing once again the need for logistics workers to build the shop committee system as part of organizing an independent logistics union.

After one year of the second Trump administration, the state machinery looks quite different than it did when our current collective bargaining agreement was ratified. Therefore, we would like to examine some of the problems with the legal framework of the labor movement.

First of all, NLRB General Counsel Jennifer Abruzzo recently left her job at the NLRB to go into the private sector. Abruzzo served as NLRB General Counsel from July 2021 to January 2025 and now works for the law corporation of Bush Gottlieb. The most recent International Brotherhood of Teamsters’ National Headquarters LM-2 form shows the union owes more than a quarter million to Bush Gottlieb. This is literally racketeering: Abruzzo gets a job in the government and contributes to a—seemingly—dysfunctional National Labor Relations Board. Then, she goes from the dysfunctional NLRB to the private sector working for a firm paid by the Teamsters, where she counsels the unions she was supposed to be regulating on how to deal with the dysfunctional government! But don’t worry, because which body is in charge of regulating labor racketeering? THE NLRB. And which labor organization does the NLRB recognize as the legitimate representation of the UPSers? THE TEAMSTERS. Only a complete moron or a deliberate liar could fail to see the issue here.

Who replaced Abruzzo as NLRB General Counsel? Crystal Carey. Carey worked for the firm of Morgan Lewis prior to this appointment. [See “The NLRB Welcomes Crystal Carey as General Counsel”, <https://www.nlr.gov/news-outreach/news-story/the-nlrw-welcomes-crystal-carey-as-general-counsel>] Morgan Lewis describes their clients thus: “More than 80% of the Fortune 100 companies—including nine of the Top 10 and 16 of the Top 20—and nearly 75% of the Fortune 500 companies, as well more than half of the Fortune Global 100 companies—including eight of the Top 10 and 13 of the Top 20—and over a third of the Fortune Global 500 companies.” [retrieved from <https://www.morganlewis.com/our-firm/accolades>] So from representing the largest corporations on the planet to... protecting the rights of working people? This makes it impossible to take the “official” labor institutions seriously. The only reason to put someone like this in charge of certifying union representation is to make sure that certification either does not happen, or only corrupt labor organizations sold out to corporations are certified. In either case, the workers will remain without actual union representation.

The NLRB under Secretary of Labor Chavez-Deremer (whose nomination was also supported by the Teamsters) is plainly just an organ for promoting Trump within the labor movement. In fact, the Department of Labor hosted its first-ever prayer service last month, in a clear rejection of constitutional law which developed the “wall of separation” doctrine concerning church and state over the last 250 years. [See “Department of Labor hosts first-ever prayer service...” from <https://www.cnn.com/2025/12/12/politics/departement-of-labor-hosts-first-prayer-service-emulating-regular-pentagon-events>] Instead of actually doing her job, Chavez-Deremer wants to collect taxpayer money to LARP as a Catholic priest—such is the Department of Labor under Trump, with the support of the Teamsters.

Speaking specifically about the Independent Investigations Officer assigned to regulate the Teamsters, in New Day at UPS #34, we pointed out the total disinterest of the IDO in ensuring the IBT complies with labor law. Since then, we have further investigated the background of the Independent Investigations Officer Bob Luskin. His record in the private sector is a joke, Luskin’s whole career is defending powerful people from accountability: “Since entering private practice, he has represented a cabinet officer and senior White House officials of both parties in criminal investigations by Independent Counsels and the DOJ, the senior staff of a U.S. senator in the Keating Five Senate Ethics Investigation and members of Congress from both parties in criminal investigations. Robert successfully represented a sitting U.S. district judge in a criminal trial and appeal, securing the reversal of his client’s conviction before the U.S. Supreme Court and the en banc U.S. Court of Appeals for the Ninth Circuit. More recently, he successfully represented Karl Rove [Bush administration official] in the Special Counsel investigation of a leak of the identity of a CIA officer and a member of Congress in the investigations arising out of the prosecution of lobbyist Jack Abramoff. Robert also represented the U.S. ambassador to the EU in recent impeachment proceedings before Congress. [Reference to Gordon Sondland, an official from the first Trump administration.]” [retrieved from <https://www.paulhastings.com/professionals/robertluskin>] This is who is supposedly protecting the rank and file UPSers from the known racketeer Sean O’Brien!

This all would be bad enough on its own. However, a limited local investigation has revealed that the situation is even worse at the grassroots level. A full-time manager at WORMA who is involved in the grievance process revealed that there is an informal agreement between management and the union that UPS will not discipline managers for contract violations so long as UPS is willing to pay out

Email Us at Newdayatups@proton.me

supervisor working grievances to the union members who file those. THIS IS A QUID PRO QUO OF MANAGEMENT IMMUNITY IN EXCHANGE FOR MONEY. The worst thing is, however, that while we can only confirm this “understanding” in one building in one local, there is a lot of reason to suspect this is a national practice. We have not yet found a SINGLE UPS BUILDING that is not rife with contract violations, especially supervisors stealing work. This, combined with the Teamsters’ concealment of past practices and settlements—which in New England we know for a fact exist as a secret contract that directly contradicts the actual contract, see the lunch punch controversy from New Day editions 31 and 33—seems to indicate that the Teamsters’ labor racketeering operations are as extensive as they’ve ever been.

Recall also that the current head of OSHA, David Keeling, was an executive at Amazon and UPS. At UPS, he was actually in charge health and safety, where he oversaw numerous injuries and deaths on the job. The Teamsters actually support this blatant corruption. [See “Teamsters Backing OSHA Nominee”, retrieved from <https://oshatoday.com/news-digest/teamsters-backing-osha-nominee/>] This is why any discussion of labor law—such as those people who advocate for the PRO Act or similar policies—is pointless without an understanding of these relationships between private companies, legal and policy consultants, and the government. The letter of the law is just irrelevant. For instance, the Landrum-Griffin Act clearly bans any “antagonistic” activity by union officials—yet nobody cares when the Teamsters threaten litigation against their own retirees for running a forum called TeamsterLink, or that the current General President is on video threatening members for opposing his friend in a local election.

Wherever one looks, there are colossal conflicts of interest. The ultimate conflict of interest is between those who produce—i.e. the millions of logistics workers who show up every day and actually do the work—and the parasites of American imperialism, including the state unions, the government, and the revisionist party hacks. The unfortunate fact is these parasites are far better organized than we are. That is why the New Labor Organizing Committee fights for unity across the entire logistics industry, currently including workers from UPS, USPS, and Amazon.

Safety Spotlight

This month, instead of focusing on safety inside the UPS operation, a comment is in order on the developing mass protests against the Trump regime. Many UPS workers rightly oppose the many crimes of American imperialism, including the invasion and looting of Venezuela and the kidnapping and murder operations conducted by the Department of Homeland Security, among others. However, moral justification does not make an effective movement by itself. In the interests of the safety of the people, ask these questions before any confrontation:

Who is organizing this protest? The fact is that many of these protests are organized by groups that have ties to the state they are ostensibly rallying against. These ties can be established formally, by incorporation as a 501c organization like the Democratic Socialists of America, or informally, through shared membership with state unions or the Democratic Party like the Communist Party USA or Freedom Road Socialist Organization.

What is the goal of this protest? The fact is many of these protests are organized with no specific goal other than promoting the group

or leaders in charge of it. What ends up happening is people walk around and hold up signs until the leaders leave and the cops start beating and arresting people—and nothing is accomplished other than the removal of the most militant members of the masses.

Are you thoroughly prepared? This means setting up contacts ahead of time who can bail you out of jail, drive you home or even to a hospital if necessary. Can you protect yourself/escape if you are attacked by a fascist paramilitary organization like ICE, Proud Boys, etc? It would be better to not show up at all than show up and abandon the crowd at the first sign of trouble because you didn’t prepare. When you do that, you endanger the people who remain.

What is your specific contribution to the movement going to be? Some people show up to these protests just looking for “excitement”, i.e. a chance to commit violence or larceny and get away with it. Think hard about what specifically you as an individual can contribute. The masses need fewer clowns with bullhorns and more organized medical, defensive, and legal support.

It is right to rebel. But rebellion that isn’t backed up by sound organizational work WILL be defeated: the history of the wildcat strike movement at UPS confirms this. Without a correct ideological-political-organizational line, spontaneous uprisings inevitably wind down and are defeated.

Trump’s Secretary of Labor at the 2025 Teamsters Unity Conference with the IBT General President Sean O’Brien. This is who the Teamsters unite with: the criminal Trump administration. It goes without saying that this “unity conference” was a fairly exclusive event. This contrasts with the Logistics Unity Committee of the NLOC, which is aimed at uniting all independent labor organizing in the logistics industry against the Trump administration.



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.

