



NEW DAY AT UPS

NEWS FOR UPS WORKERS, BY UPS WORKERS!

THEIR PROGRAM AND OURS

by the MA, RI, NC New Day Committees

The International Brotherhood of Teamsters is preparing for a repeat of 2018. After General President O'Brien's wrecking of the train workers' strike and imposition of an unpopular contract last year, and the IBT's refusal to release the supplemental tentative agreements, there can be no doubt on this point. Their program consists of empty talk about being "strike ready", concealing information from the members regarding agreements they have reached with UPS, doing hypocritical and self-serving press releases, promoting the Democratic Party, and of course, collecting exorbitant salaries while doing all this. (For instance, O'Brien collects a quarter million annually from the IBT, plus unknown amounts from his posts on the board of the New England Teamsters "critical and declining" pension fund, Massport, and President Biden's Advisory Committee for Trade Policy and Negotiations.) If the IBT was doing its job correctly right now, there would be no talk of the company "stalling". "Stalling" just means the company is refusing all proposals and the IBT refuses to take the necessary next steps.

The IBT's programme means forcing us to accept concessions, it means strikebreaking, and in the last analysis, another searing defeat for the UPS workers. It is important to remember that a huge chunk of IBT officers were participants in the 2018 contract process, which saw the IBT violate three majority votes--one for a strike and two against contract ratification. And a small chunk of them were also there in 2013 as well, when some supplemental agreements were imposed against majority "no" votes. Even now, Teamsters officers are standing by while UPS forces feeders and package car drivers back into the building with a pay cut for their troubles. And for those inside workers who have expressed concern over negotiations, all these hacks have to say is, "Just go driving!" Nevermind that UPS is laying off drivers, and in the case of Esteban Chavez, outright killing them! That is the essence of the IBT's programme going into August: doing absolutely nothing but talking themselves up and demanding the members submit.

In stark contrast to this, there are the heroic efforts of those UPSers who have been won over by the New Day programme. UPS will not give up a single cent if they don't have to, and as the IBT clearly is incapable of leading a victorious strike, we are organizing a strike for these core demands:

- Nobody under \$25/hour
- Full time rate for all classifications set at \$40/hour base rate
- Full time jobs guarantee—part timers guaranteed a full time bid after 3 years, full time pay progression reduced to 2 years, first year is 80 percent of base rate, second year is 90 percent of base rate
- All non-management job classes to receive raises of 5% annually plus uncapped COLA adjustment, employees in progression have it added on at the end of progression
- Accrued vacation time on top of flat PTO at rates correlated with seniority, such as exists at Amazon
- Retirement age of 57 nationally with 8k/month payout, fully invested in the pension at 25 years, full widow's rights, keep insurance until eligible for Medicare
- No more seasonal/temporary workers
- 4 hour guarantee for part timers and overtime paid after 4 hours, 20 minute paid break per shift
- No forced overtime for any job classification
- Complete overhaul of the grievance process with a three-strike system resulting in discharge of repeat offending management
- Removal of the no-strike clause on the grounds that UPS systematically breaks their contracts and therefore the strike or other economic action may need to be used as a disciplinary measure
- Reestablish the CHSPs as an independent organ composed of majority union members with its own set budget proportional with each building's volume

IF THE MAJORITY OF THE UPSers HAVE NOT AGREED ON A CONTRACT BY AUGUST 1 AND VOTE FOR A STRIKE THE NEW DAYERS WILL LEAD IT.

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The significance of the last point cannot be overstated. New Day will NOT lead a strike if the majority of UPSers vote against a strike or approve a tentative agreement. On the other hand, if UPSers do clamor for a strike and the IBT tries to wreck it or simply refuses to disburse strike funds, not only will we lead a strike, but to our list of demands we will add one more: that union dues be reduced to one dollar per worker per year. We see no reason to pay thousands of dollars to an organization that acts as a rubber stamp for UPS management and cannot even win us wages above market level. (And right now there are MRAs in some buildings that pay new hires \$25/hour. Not to mention that many of us are paid less than our counterparts at Amazon, whose dues money the IBT is desperate for.)

That is the sum-total of our program. Strike against poverty wages and sweatshop conditions, build chapters in more buildings, recruit strike lieutenants, prepare for the worst from UPS and their mercenaries in the IBT. The priority buildings right now are FRKMA, CHEMA, and STRCT--those buildings with the current New Day chapters could paralyze UPS in New England. New Day in the Chesapeake region is still young, but it is only a matter of time before UPSers there catch wind of what the IBT has prepared for them and decide they prefer our alternative. The IBT depends on threats to keep its members in line with their program of doing whatever UPS wants, whereas we rely on persuasion. And fortunately, UPS makes the case for us every single day that without a strike carried out by the UPS workers guided by a clear and well-defined list of demands, they will continue to treat us like garbage!



Teamsters' national negotiating committee at work despite claiming national negotiations would not take place until all supplements were settled

Naturally, UPS would deny any responsibility. But cutting staffing while keeping the same (or more) work can only lead to cutting corners, and the pre-trip check is logically first on the chopping block. One incident occurred in the unload, when a feeder pulled off with two unloaders still working inside, with the extendo still in the truck. The other incident occurred in the outbound, again with an extendo, and only one hourly.

FEEDERS IN WORMA: A CASE STUDY

by Frank Loder

In the Worcester, MA building, UPS sent several feeder drivers into the building. This was done according to seniority, and therefore, "correctly" in the eyes of the IBT. In reality, this is UPS cutting pay, since low-seniority feeders were not all done with progression and were knocked down to combo rates when they were put in the building, which can be as low as \$16/hour. But even worse, it is UPS endangering the remaining feeders, some of which have had overtime forced onto them due to less staffing, and inside workers as well.

Is it a coincidence that UPS cuts feeders' staffing and then in the span of one month there are two separate incidents of feeders pulling off their loads with inside workers still inside? Not at all.

Thankfully, the feeder drivers and the hourlies handled the respective situations appropriately and nobody was injured. But two potentially deadly incidents occurring within a two week period at UPS immediately after slashing staffing is a dire warning to the workers. UPS continues to heatedly deny that their buildings are deathtraps, even though their injury rate has always been sky-high. They no longer exist, but when UPS still had their CHSPs (Comprehensive Health and Safety Program), we could plainly see that corporate had set targets for injury rates and lost time. While the IBT sowed illusions about safe workplaces, UPS internally acknowledged that they were butchering workers. The experience of feeders in WORMA, slashing their staffing in order to get away with pay cuts and endangering hourlies in the process, exposes UPS' current public relations rush as a complete sham. There is no reconciling UPS corporate and UPS workers, and UPS is already aware of this fact and is putting it into practice by recklessly endangering their workers in order to save a few cents here and there off their wage bill.



New Day is a newsletter produced by UPS workers to rally our workers against UPS corporate and their agents in the Teamsters. Teamsters is controlled by white collar bandits who undermine our fight for better pay and working conditions. We aim to build a rank-and-file organization that can bend Teamsters to its members will, enforcing and negotiating contracts that improve our lives as hardworking UPSers. Following Teamsters can only mean more concessions, and only the united majority (composed of all non-management job classifications) can win us a decent contract.