



NEW DAY AT UPS

NEWS FOR UPS WORKERS, BY UPS WORKERS!

VOTE NO ON THE SWEETHEART DEAL

by Frank Loder (WORMA)

The International Brotherhood of Teamsters is once again refusing to obey the majority of the UPS workers and, yet again, they are justifying it with a concessionary tentative agreement. Sean O'Brien is continuing the glorious Teamster tradition of making a below-market standard agreement and declaring it an earth-shattering victory for workers. Some officials are already saying that if we don't vote yes on the tentative agreement, we might (!) go on strike which would cause a decrease in volume and consequently UPS (with the assistance of the IBT) would lay off low-seniority part timers. Once again, the IBT wants it both ways: all summer it was claimed that we would not work past July 31 without a new contract, we would strike and win an actual victory over the company. Then it was claimed that we don't need to strike, this supposedly historic and game-changing TA solves our problems. Now that people are reading the TA and discovering for themselves that it changes nothing for most employees, suddenly this is the best that can be done and we need to accept it or lose our jobs. The actual desires of the members, our willingness to strike for revindications--what does any of this matter to Teamster bureaucrats who pull 6 figures working office jobs? Their sole concern is selling this agreement, not just to us, but to the public (who are rightfully indignant towards UPS for mistreating us) and especially the Amazon workers, who represent potentially billions of dollars a year in dues. The only correct course of action right now is vote no, since all a yes vote does is give the IBT an alibi, and prepare for economic action against UPS and their co-conspirators in the IBT.

THE CONCESSIONARY CONTRACT

First of all, the TA fails to undo some of the most egregious concessions from 2018, such as the increase to the progression period for 223s. So the claim that it contains no concessions is a flat out lie on that grounds. Actually, 223s in progression will continue to make less than some of their part-time counterparts. It is total nonsense to say 2018 was all concessions then partially walk them back and declare it a historic victory. "No concessions" is also a flat out lie from the standpoint of previous agreements between the UPS and the IBT. For example, the 2003 UPS-IBT national master contract set a general increase of \$5 per hour over the term of the agreement for part and full-timers, which is \$7.67 in today's money. The General Wage Increase for

this contract is \$7.50, but this is applied to people's contract rate, which is multiple dollars below the market rate UPS currently pays most people, meaning the GWI IS AT BEST SLIGHTLY LOWER THAN PREVIOUS AGREEMENTS, IF NOT COMPLETELY REDUNDANT THANKS TO THE MARKET. The split between part-time and full-time workers began in 1982, when part-timers were put at \$8/hour, or \$22.82 now. New part timers will be below this rate, and as turnover is sky-high, it's a fact that very few part-timers will make it through progression to get to \$23 an hour. THE IBT HAS OBJECTIVELY SOLD OUT NEW PART TIMERS, who will be paid a concessionary rate compared to both current market conditions and prior IBT-UPS agreements.

The TA must be understood in light of market conditions. COVID19 imposed extremely adverse conditions on labor markets, which massively increased our leverage. The IBT, instead of renegotiating with UPS as allowed by the 2018-2023 national master, AGREED TO A MEMORANDUM OF UNDERSTANDING WITH UPS WITHOUT A SINGLE UPS WORKER'S CONSENT. Nonetheless, labor markets are still favorable right now. UPS is compelled to pay market rate just to keep the operation moving, which in WORMA is 21.75 for day and twi and 25 for night. The bare minimum the IBT could have done is fight for 25 across the board, since that is the market value of a part time hourly. Instead, they have set a progression for new part-timers that starts at \$21 and ends at \$23. THE IBT IS AGREEING TO BELOW-MARKET WAGES FOR NEW PART TIMERS AND GIVING SENIOR PART TIMER'S RAISES TO UPS IN EXCHANGE FOR BRINGING THE CONTRACT RATE UP TO MARKET RATE. The IBT should have set a minimum pay rate of \$25 with yearly increases for seniority and catch-up raises for people currently below that and established a definite time frame for part-timers to move up to full-time. Instead, they have delivered basically nothing. In fact, our VACATION TIME WILL STILL BE WORSE THAN AT AMAZON, where part and full-time workers get their third week of vacation at 6 years instead of 10 years, along with accumulated vacation time based on hours worked.

The Cost of Living Adjustments are written so as to keep inflation-based raises below the actual rate of inflation. Workers in progression still will not receive COLA. COLA raise is one cent for each .2% increase in inflation over the previous year's rate of inflation plus 3%. Inflation in 2022 was 6.8%, so

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unless inflation this year is beyond 10 percent, COLA will not exceed one cent (A 0.05% raise for someone making \$21/hour.) THIS REPRESENTS A MASSIVE CONCESSION TO UPS UNDER CONDITIONS OF SOARING INFLATION. Regarding the much-promoted deal for air-conditioning in the brownies, we have to point out that this applies to trucks purchased after January 1, 2024, in other words, ZERO PERCENT OF THE CURRENT FLEET WILL HAVE AIR CONDITIONING.

It must also be pointed out that many of the most important problems we face on a daily basis are completely left out of the agreement so as to give UPS maximum flexibility at our expense. There will still be forced OT, it will still take years (if not decades) to go from part time to full time, and absolutely not a thing is changed regarding working conditions in the operation. There are still no rules regarding staffing or sort plans, and no doubt UPS will continue to squeeze employees for absurd load, sort, and unload rates and wrongfully terminate and harass employees that do not reach UPS' constantly-expanding demands. The health insurance waiting period is still there, the pensions are still underfunded and wildly uneven across the country, there are still minimal-to-nonexistent penalties for UPS breaking the contract, which will undoubtedly continue to be done on a daily basis. There are no changes to guaranteed hours either, which is still a pathetic 3.5/day for part-timers. There is still no nationally mandated break period, which means workers in some states will continue working 6-7 hour sorts with no break while hourlies in other states cannot get enough hours to pay for basic necessities. PVDs will run rampant while people wait for driver bids to open up. This tentative agreement resolves nothing and cannot be accepted in any sense of the word as a "victory" for us.

THE SHAM PROCESS

The proposal process was not an opportunity for the UPS workers to come together and agree on a common set of demands that they would strike for. There was never a minimum pay rate or conditions agreed-on by the UPS workers, for which we would strike or otherwise take economic action to force UPS to acquiesce. Instead, it was a busy-box, meant to create the illusion of UPS worker-influence on negotiations. In fact, IBT officials unilaterally rejected proposals they did not like, including our proposal to remove the no-strike clause on the grounds that we cannot be expected to continue working under a contract that UPS systematically violates and that the current grievance system is totally inadequate. At any rate, the sham proposal process was completely negated at the start of negotiations. THE IBT BEGAN NEGOTIATIONS BY ENTERING INTO AN AGREEMENT WITH THE COMPANY THAT WE DID NOT VOTE ON: A NON-DISCLOSURE AGREEMENT.

Naturally, the strike authorization vote was followed up with completely pointless "practice pickets" which were simply a pagent put on to distract from the fact that the IBT did nothing to prepare the hundreds of thousands of UPS workers to strike, systematically misinformed them about a strike, dissembled their demands one-by-one to confuse, demoralize, and split them, and all for the purpose of staying ahead of the desire to strike while ensuring it did not happen. This plan has now reached its peak in the concessionary TA. In typical two-faced fashion, we are being told this is the best that can be done and we need to accept it while the IBT tells the public they have made history.

The IBT claimed, correctly, all summer that we hold all the cards. Amazon can't even handle their own volume let alone take on ours, FedEx has a fraction of UPS' capacity and USPS can only handle small parcels. Now it's being claimed we are powerless and have to accept this as the best the company can do—in which case, why even have negotiations, or a union, at all? The IBT acted against the interests of the membership every single step of the way. What's even the point of a contract when we know UPS will systematically break the contract with little to no penalty? Does it really make sense for us to pay thousands of dollars in exchange for lies, threats, and underwhelming (if not outright concessionary) agreements? We should also point out that even if a no vote succeeds, the IBT will probably do what they did last time and just refuse to negotiate anything new, not call a strike, and just hold another vote on the same contract a few weeks down the line in the hope that enough people will give up and they can squeak out a yes vote. (And maybe impose the contract anyway if they can't get a yes vote, like with the national master agreement in 2018 and some supplements in 2013.) In the July 25 announcement of the deal, O'Brien claimed that UPS, "Put \$30 billion in new money on the table." But where is it? If every single UPSer was given a full-time job for a year at \$45/hour, that would cost \$318 billion. Alternatively, \$30 billion dollars is enough for every single UPSer could get a one-time check for \$88,000. Obviously, neither of those things are happening, and most employees will remain at or near their market rate, so where is all of this supposed "new money"?

The point of a union is to collectively struggle for a general improvement in the terms of the sale of our labor. Teamsters is simply not leading a shared struggle and is certainly not improving anything. At best, they will posture and take credit for changes resulting from favorable labor markets. Given the questionable circumstances it was written under, its concessionary nature, and the fact that the UPS workers are determined to fight and can absolutely win better, we strongly recommend voting against this TA. It is another entry in a decades-long series of sellouts. Do the UPS workers want to struggle against this conspiracy or reconcile themselves to it? That is the real question the vote on the tentative agreement puts to the UPS workers.



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.

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