



NEW DAY AT UPS

NEWS FOR UPS WORKERS, BY UPS WORKERS!

NO MORE FAKE TEAMSTERS "UNITY"; UNITE FOR THE NEW DAY DEMANDS!

By: Frank Loader

On Sunday, February 5, a zoom call was held for UPS stewards around the country. The call featured speeches by President Sean O'Brien, Secretary-Treasurer Fred Zuckerman, National Coordinator of the Package Division Johnny Sawyer, and the Teamster National Contract Campaign Coordinator Rob Atkinson. The four of them laid out the Teamsters' plan for winning the best contract ever for UPSers. But what was the content of this plan and what is it leading up to?

Supplemental negotiations have already begun, and the IBT is already continuing their policy of negotiating in total secrecy. No doubt this practice will continue into national master negotiations, which begin April 17. Which raises the question, if Teamsters is trying to get the "best contract ever", why are they keeping the negotiations secret?

The sad fact is O'Brien and Zuckerman's "plan" to win the best UPS contract ever is a carbon copy of Hoffa's "plan" from 2018. Hoffa kept negotiating in secret up until Teamsters agreed to our current contract. In 2018, just as they're doing now, Teamsters called on members to sign an "contract unity pledge": basically telling us to support whatever Teamsters were doing, without ever telling us what they were negotiating for. If the same "unity pledge" got us our current contract, how can it give us a better contract 5 years later? Why isn't a strike vote being planned? Why aren't Teamsters teaching us how to use a strike to win more benefits and changes to the hub? Instead of doing these things, O'Brien and Zuckerman only plan to do what Hoffa did: more parking lot rallies, more unity pledges,

more empty promises. We as UPSers are paying hundreds of dollars to the union--for the union to do nothing and give us nothing. Atkinson told his national audience that stewards are the "field generals" of the union. But many of these "field generals" take easy bids away from the loads and never even bother to introduce themselves to hourlyies, let alone educate them. Some new hires do not even know their contract pay rate!

A common theme on the national steward call was "unity." On the national steward meeting, Zuckerman went so far as to say, "In order to win, there is nothing more important than unity." But how can we unite with the same people who consistently work against our interests? Both the Hoffa and O'Brien administrations enforced the expired contract against the rail workers. How can we unite with the people who have enforced UPS' will year after year? How can we unite with the people who draw six-figure salaries from our dues money and turn around and let UPS pay us below market rate? Can we unite behind leaders who won a union election that had a pathetic 15% participation rate? We cannot unite with these people.

In fact, O'Brien and Zuckerman's unity campaign is a cover-up for their splitting campaign. Even though Teamsters represents a significant portion of the logistics industry, they keep DHL, UPS, and the smaller companies on separate contracts. Even just within UPS, the package division had a separate contract from freight when freight still existed! The destruction of the UPS freight division is a perfect example of the Teamsters' divide-and-conquer strategy.

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Even now, thousands of UPS pilots are separate from the rest of UPS employees through the "Independent Pilots Association".

Teamsters divides UPSers into different job classifications: inventing arbitrary pay scales and encouraging squabbles over the easiest jobs/routes. People hired between October 15 and January 15 are called "seasonal employees" and not given the standard union protection, even though peak season is only one month. 224s do the same work as RPCDs for less money; basically every task in the company has multiple people working on it, all with different pay rates and benefits. We do not have room here to go into detail regarding their political efforts at splitting, but it should be mentioned that the IBT supported the invasion of Iraq--Hoffa Jr even described the mass murder of Iraqis for oil profits as the "battle for the liberation of Iraq". Local 25, O'Brien's local, opposed busing for years: literally dividing the workforce along racial lines. The IBT shows us every day that it's not serious about building a "international brotherhood" of workers, as it throws entire nations of workers under the bus. For us at New Day, as it should for all UPSers, this alone is a grave warning. The people who will gladly sacrifice any group of workers will certainly sell out us UPSers as soon as they have the chance.

The unity behind New Day is very different from the sham unity peddled by Teamsters. We know their unity is a lie because Zuckerman has explicitly called out his critics, going so far as telling stewards nationally that, "Unity means we aren't going to disparage each other." In fact, President O'Brien has threatened his opposition in the past, which resulted in him being suspended from the union in 2013. O'Brien and Zuckerman's unity is in fact subordination--subordination to the demands of UPS shareholders and to the government. They want to unite with us in the same way a robber "unites" with the person he is robbing; they want us to go along with it. Naturally, there are some differences within Teamsters, but they are solely differences over who gets the biggest share of the loot.

New Day's unity is not the "honor among thieves" of the Teamsters. Our unity is based on the shared economic interests of the UPS workers. (That is the point of our current campaign for contract demands. We want every job classification to come up with exact dollars/equipment/time off that they are willing to strike for.) UPSers are already united on the basic facts, that they are treated horrendously by UPS to maximize

profits, that the government is not a neutral "middle man" between UPS and us as workers, and that Teamsters does not represent our interests. These facts are indisputable. It is also a fact that UPSers make up 0.1 percent of the population, yet we transport six percent of the American economy. Three percent of the entire world economy depends on the hard work of a measly 400 thousand individuals. Every UPSer who labors with this immense burden should unite, but we should not unite behind leaders who betray us. New Day will not invent arbitrary restrictions for UPSers, nor would New Day limit demands to whatever UPS wants. UPS workers have taken on the enormous responsibility of keeping the global economy moving. It is time we assert ourselves as an independent power.

We are putting an end to the Teamster tradition of sending workers out on strike and immediately going into backroom negotiations, cooking up a terrible tentative agreement, then breaking the strike. If we are to strike this year, we want to have a list of concrete demands in advance that has something for everyone. Nobody should take on the immense burden of striking a company only to end up empty-handed thanks to backroom dealing. So we encourage all of our readers to email us or reach out to their distributor with a set of demands, as specific as possible, that they are willing to strike for.



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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