

A strike at UPS will be decided by a union-wide referendum

We support a NO vote on the current contract

and a fight for better wages, benefits, and job security, against precarity, repression, extension of contracts, and union bureaucracies!

In the coming days, UPS Teamsters are in a position to launch the biggest strike the US has seen in decades. The discontent among the workers is so high that the pressure appears to be unstoppable. On June 5, the union was forced to conduct a consultation during negotiations, announcing that that 90% of its members in UPS had voted in favor of striking if an agreement was not reached before the expiration of the current labor contract, on August 1. The agreement signed by the negotiators is unsatisfactory. Now in the consultation on August 10, the workers will have their say.

There are around 1.3 million Teamsters in the US, including 40,000 organized in UPS—the largest union shop in the country. With its 260,000 drivers, the company boasts a turnover equal to 6% of national GDP and raked in



\$5 billion in profits last year. But the industry is subject to the fluctuations of the market. Profit rates are falling and Amazon's new fleet has them up against a wall. This conflict is unfolding amid a revival in the class struggle: in the last months we have seen the teachers' strikes, and in September the postal workers will be facing their contract renewal.



Workers are fighting the same fight everywhere; the fight for better wages and hours, and better job protections. Last year, Saturday deliveries were regularized, and now there are proposals to introduce deliveries on Sundays as a way to overcome Amazon's competition. But there is a problem: how

will this be paid? The proposal is to establish a two-tier system which would transform all part-time employees (70% of the workforce) into full-time workers while maintaining their current wage level of \$15 per hour, and to schedule their shifts Sunday through Thursday or Tuesday through Saturday. This would benefit UPS management, but it is obviously unacceptable for us workers—since there would be a huge wage gap between part-time workers making \$15 an hour and full-time workers making \$36 an hour.

On top of this, drivers would have their work week lengthened from 60 to 70 hours, distributed “flexibly” according to the needs of the company, especially during peak seasons.

Not only is this deal full of givebacks and concessions on questions such as overtime, wages, job security, and pay tiers, but it would also give more power to the company in retaliations against workers, limit the workers’ ability to litigate against company harassment, and give the company free reign to fire workers for “dishonesty” based on information from technology, with no recourse to challenge the company. This is absolutely unacceptable. The strike vote in June showed that there is a high level of consciousness among the workforce, and that the traditions of the 1997 strike—when Teamsters went out for 16 days in a row—are alive and well. The union bureaucracy has tried to channel this momentum back to the bargaining table, but the results are not satisfactory for the workers!



We support the No Vote of the Teamsters United in this consultation, because any step back means keeping workers stuck, it means destroying a concrete possibility for improving workers’ conditions today and in the near future, but above all because the strength and hope of the workers who work and struggle in UPS and around the world can represent a point of reference for improving the conditions of all workers.

United we win!

Union representatives of direct and subcontract UPS Italy

(Transport Workers in Struggle - Italy) www.trasportiinlotta.it