



TEAMSTER *News*

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TEAMSTERS REQUEST UPS DATA ON HEAT PROTECTIONS, OVERTIME VIOLATIONS, STAFFING

Halfway into Historic Contract, UPS Remains Far Behind Fulfilling Key Provisions

(WASHINGTON) – The International Brotherhood of Teamsters on Tuesday issued a formal request for information to UPS on its current delivery of air-conditioned vehicles to drivers, outstanding grievances on overtime violations by the company, and the status of full-time job offers to tens of thousands of part-time workers.

Nearly 340,000 Teamsters ratified an historic five-year agreement with UPS in August 2023, guaranteeing the delivery of at least 28,000 package cars and vans with air conditioning and the fulfillment of 22,500 permanent full-time jobs — key contract provisions that UPS may already be failing to live up to.

“We are halfway into our union’s national contract and the Teamsters are gravely concerned that UPS is not living up to its end of the deal,” said Teamsters General President Sean M. O’Brien. “In so many ways — from the painfully slow delivery of air-conditioned vehicles to overworking our rank-and-file and failing to provide up-to-date information on new job opportunities — UPS has a lot of catching up to do to honor this agreement. The weather is getting worse, but still our members show up every single day to ensure this company remains the best in the business. The Teamsters’ patience with UPS mismanagement is wearing thin.”

The Teamsters have given UPS until July 1 to respond to its information request. The union is demanding the current number of full-time job opportunities offered to part-time workers to-date, under Article 22 of the UPS Teamsters National Master Agreement. The company is also obligated to create 7,500 more full-time jobs during the last three years of the contract.

The union is also asking for more details on all open and settled grievances related to overtime abuses under Article 37. The provision, known as the 9.5 list, protects workers who the company forces to work overtime and awards additional compensation to Teamsters who suffer repeated violations by UPS.

Under Article 18 of the current contract, UPS must deliver new or replacement vehicles equipped with air conditioning to drivers nationwide, prioritizing Teamsters working in the company’s Zone 1 delivery area. With oppressive summer heat already affecting major parts of the country, exceeding 100 degrees as far north as New York, Zone 1 workers in the hottest southern states like Texas, Arizona, and Nevada are still waiting for UPS to honor its legal and contractual obligations on heat protections.

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In its information request, the union is asking for all available data on the status of air conditioning and UPS's plans for the final rollout of the upgraded fleet.

The Teamsters Package Division estimates that UPS has so far delivered only 10 percent of required air-conditioned vehicles, making the company's response to the request for information all the more urgent.

"How does UPS expect to actually deliver 20,000 or more air-conditioned package cars and vans over the next two years, when the delivery giant is already so far behind? We want answers," O'Brien said. "The summer heat beating down on our members is no joke. UPS is playing a dangerous game with the lives of thousands of essential American workers."

Founded in 1903, the International Brotherhood of Teamsters represents 1.3 million hardworking people in the U.S., Canada, and Puerto Rico. Visit [Teamster.org](https://www.teamster.org) for more information. Follow us on X [@Teamsters](https://twitter.com/Teamsters) and on Facebook at [Facebook.com/teamsters](https://www.facebook.com/teamsters).

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