



Teamsters Local Union 769

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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JOSH ZIVALICH
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June 9, 2021

TO: ALL TEAMSTERS LOCAL 769 MEMBERS EMPLOYED BY UPS AS THAT OPERATE PACKAGE CARS

RE: "ON CAR" CAMERAS

This is to notify you all that UPS informed us that they (Management) would be installing "on car" cameras on package cars beginning in West Palm Beach, Deerfield and the Hialeah Hub. This is to further notify you that Teamsters Local 769 has filed a grievance challenging the purpose and necessity of these cameras. We are also aware that this has been done in other parts of the country already (Texas, Oklahoma, Georgia) and that Local 988 in Houston has also challenged this through the grievance procedure (which is deadlocked to the National Grievance Committee). Local 769's specific grievance contends that the cameras should **NOT** be used as a surveillance device on the employees as they perform their duties. To be sure, we anticipate Management will respond that the vehicles are UPS property so they can equip them with whatever devices they choose. However, it is our position that there are already numerous mechanisms that UPS utilizes in monitoring their drivers and a video recording system is not necessary. Frankly, we believe it is an invasion of employee privacy and violates the CBA regarding "observation."

It is also our position that our members' safety on the job is our top priority. Safety yes! Surveillance no!

We will keep you informed as to the status on this grievance and this issue overall (Nationally). If you have any questions or concerns, please speak with your Shop Stewards, your Business Agent or feel free to give either one of us a call to discuss this further (305) 642-6255.

In Solidarity,

TEAMSTERS LOCAL UNION NO. 769


Josh Zivalich
President


Roly Piña
Secretary-Treasurer

JZ/jb

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