

Union Statement

The meetings of SCS srl warehouse workers on 5 December 2025 were well attended, with a united and determined workforce. Tired of hearing the same old things, and exhausted by long and exhausting negotiations that have undermined their physical and mental health, they strongly reiterated that they would not back down on:

- **the ticket allowance (€1, not absorbable by other allowances and permanent) that UPS recognized in national negotiations (July 2025) be provided to ALL warehouse workers and not only to those on central shifts.**
- **Recognition of the ticket** (1 euro, non-absorbable by other allowances and permanent) that UPS acknowledged in the national negotiations (July 2025), to be granted to **all warehouse workers**, not only those on central shifts.
- **Respect for existing agreements** on split shifts and flexible shifts, until such agreements are renewed with improved financial terms.
- **Working hours must be defined within a reasonable time limit.** – It is the workers' life, we are not slaves at UPS's convenience.
- **Recognition of the professionalism of UPS warehouse workers.** Given the resumption of national negotiations after the strike on 20 November, workers declare their refusal to accept any rollback on the national program.

Regarding unpaid entitlements following the change of contract (June 2024), the workers, united in their demands, **declare war on anyone who obstructs the receipt of wages and severance pay (TFR) that has not been issued!** We want everything that is rightfully ours. Workers have paid taxes on those unpaid incomes!

Based on information circulating in the warehouse and discussed in meetings, union representatives are jointly requesting a denial from SCS and the contractor UPS regarding any alleged reluctance to pay accrued entitlements (June 2024 salary, severance pay, and severance indemnity). UPS Italia srl – although jointly responsible – does not intend to cover the damages caused by a contractual change imposed by the judiciary, which has collected a colossal fine but left workers without wages and persecuted by the tax authorities.

To the employer: Attempt to weaken the national UPS strike on November 20 by diverting volumes to other UPS sites, hiring temporary workers and drivers from other companies or from abroad... these are miserable, costly, and counterproductive actions because they strengthen our determination.

We demand our rights. We claim dignity and fair wages. **UPS can't exist without us.** It is we – the workers, drivers, warehouse staff, and employees – who make the parcels move and get delivered.