

UPS Italy Milan – Rho and Bergamo

The workers will decide which PDR 2026-2028!

Although the profits of the logistics sector remains in positive ground and the bosses are continuously receiving their revenue, the state of our salary is still remain at the bottom. We have expressed, more than enough for a change, **with the initiative to have a new sliding pay scale (2023)**. We confirmed with opposing the miserable renewal of CCNL 2025-2027, which has consolidated the salary loss from previous contract (10.6%, 200EU per month less at 3S) **and a poor future recovery (5.6%)**. What do we know about **the new trance of 2026?** All increase is annihilated by taxes and the war that pours in a galloping inflation.

Where have we tried to limit the damages? For example, lessen the value of the *productivity quota* in PDR of the three-year period, 2022-2024! Certainly, we are aware of the art. 38 of CCNL, even if there is a law, the government are obviously friends with the owners that they blatantly “shield” them, the PDR is not measured by the workers but the changes adopted on 2023 have reduced the side of the indirect works of UPS. Today, we have a new context, the **new politics of UPS**, the timely decline of volume of work due to their new philosophy “*better not bigger*”, and is crucial to us to guarantee a **payable PDR**. It is fundamental to maintain less rate of the bonus attached to “productivity”, because it is not a factor for workers to measure, control nor plan how much work will they do. History proves it! **Therefore, in our opinion, PDR should be measured by multinational earnings, it would have made our job better. Thus, we have to obtain two conditions: a worthy figure that correspond on our need in everyday life and a reachable hand from each and everyone of us!**

We invite all of you to follow the union bargaining at hand, the discussion has already begun, we already have started the fight (Bergamo Aeroporto). We support this! **Let’s put an effort to fight for our claim because the decision about the PDR is not for the Agency nor the Union to decide but it is exclusive for the organization of the workers.**

FOR THE UNITY OF THE WORKERS, WE FIGHT FOR:

- **A SOLE PDR FOR ALL CATHEGORY OF WORKERS IN PROPORTION WITH THE HOURS OF WORK ON BEHALF OF UPS**
- **A REAL PDR 1500 EURO – WITH ACHIEVABLE PARAMETERS.**

These years, all of us have guaranteed UPS our time and professionalism and the result, the bare truth that they pocket the earnings without dividing it with the workers... and when the judicials intervene (86 millions of fine was paid) we are the one’s that paid it, with our sacrifices and the lack of salary improvement and better working conditions. We need to fight altogether for a real PDR that satisfies our interests!

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