FILT-CGIL MILANO e LOMBARDIA

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UILT LOMBARDIA

TO ALL WORKERS

RANDSTAD SERVICES · UPS CONTRACT

THEY'RE CHANGING YOUR LIVES:

THEY MUST PAY PROPERLY FOR YOUR EFFORTS

On 2 October the company announced new working hours: **rotating shifts** (14:30-22:30 and 18:00-03:00) and a **split shift** (14:30-18:30 / 23:00-03:00). For years this contract has run on a distorted system of structural overtime and punishing workloads. You didn't choose it, you endured it, and your sacrifice kept the service running day after day. Now that UPS needs more productivity, it wants to reorganise everything at zero cost through the company that took over the contract.

ENOUGH: SACRIFICES ARE NOT FREE, THEY MUST BE PAID MORE.

WHAT'S WRONG

- The **split shift** includes a 4.5-hour break: the national contract (CCNL) sets a maximum of 2 hours, extendable to 3 only with extra pay.
- The move to **rotating shifts** would mean lower premiums for night work.
- Working hours and private lives turned upside down, for you and your families.
- On the **2026 Performance Bonus** the company says it has nothing, yet the bonus is required by UPS's supplier guidelines, which Randstad must follow.

WHAT WE DEMAND

1. **A properly paid split shift:** an allowance of at least €10 net, already won from the company, plus 10% of hourly pay for every hour beyond the 120 minutes set by the CCNL.
2. **No cuts to premiums:** even with rotating shifts, 25% for night work and 50% for night overtime must stay.
3. **A real Performance Bonus** for 2026 and 2027: if they want more productivity, productivity has to be paid.
4. **Flexibility with rules and real money:** a €10 net allowance and a 40% premium for every flexible hour. Meal vouchers and welfare are not enough.
5. **Voluntary choice and fair shift rotation,** monitored by the RSA (union representatives). No more favouritism.

The reorganisation must respect the contract, and those who carry it must be paid. We have asked for company-level bargaining to open immediately. Come to the assemblies and talk to your RSA.

WITHOUT CONCRETE ANSWERS, WE ARE READY TO MOBILISE.

RESPECT ISN'T ASKED FOR, IT'S WON. TOGETHER.

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