

Why we are voting AGAINST the proposed agreement.

On Salaries: We're Far from Satisfied! The signed contract boasts a raise of €260 for traveling staff (B3) and €230 for stationary staff (3S). However, what's not mentioned is that this increase also absorbs the €70 (3S) already advanced in 2024 as partial compensation for the 2023 inflation. And what about the previous losses? Over this four-year period, due to high inflation, we've lost about 7% of real wages. It's nothing but a **shell game** where we're made to believe we've gained something that was already ours! In other words, **the real increase from now until the end of 2027** will be €160-190. Comparing current paychecks to what we'll have at the end of the contract, the raise amounts to 9.3% (traveling staff) and 7.8% (non-traveling staff).

This is a far cry from the 18% demanded in the negotiation platform, which was already insufficient. In simple terms, we're only just catching up, years behind, on what we lost to inflation between 2021 and 2024. And yet, the contract has the audacity to claim that "the purchasing power of wages has been preserved" throughout its duration, i.e. until the end of 2027!

Job classifications and levels: We are constantly required to adapt to new technologies, but these efforts must be recognized by placing us in appropriate job levels! For years, they've talked about modernizing skills. This modernization should have been acknowledged with advancements in job classifications and base salary tables. Yet, today, neither clerical nor manual labor categories see any progress.

Working hours: Nothing changes for truck drivers, and only minor adjustments for other drivers. Working hours remain fixed at 47 hours for truck drivers. Other drivers will see a very gradual reduction, from 44 hours to 43 starting June 1, 2025, and to 42 starting June 1, 2026. Let us remind you that in 2016, everyone worked 39 hours! More flexibility has been granted for non-mobile workers' schedules, but there are no restrictions on structured Saturday shifts.

A surge of precarity, as if there wasn't enough already! The thresholds for "atypical" staff have been raised to 41% of the total workforce (37% for mobile staff), with site-specific thresholds reaching up to 47%. Three new criteria have been introduced for seasonal work: fuel transportation (!), tourism-related activities (!!), and pharmaceutical vaccine distribution (!!!). These new criteria for seasonality loosen restrictions on fixed-term contracts... With this explosion of precarity, unions are responding to companies by allowing flexible shift schedules and cheap labor year-round, at any time and on any day.

Outsourcing, the big missing piece: On this issue, we're left with little more than buzzwords about "streamlining the supply chain." Subcontractor companies will be asked to produce a bit more paperwork without addressing the core of the problem. With every contract change and every subcontractor that "steps out of line," we'll always be left chasing after the damage. And yet, there have been (and will be) investigations, scandals, and million-euro seizures! "The emperor has no clothes"—the rot in this business model, which for over twenty years has profited off the sweat and blood of workers, can only be resolved through insourcing, not certifications!

We're told there are some steps forward (deductibles, penalties, allowances, leave, civil rights, monthly payments, and sick leave for cooperatives)—no one denies that. The abolition of the 6J level is also a positive step, but it comes after a decade of intense suffering, and even then, only in a year's time... no rush!

But let's weigh not only our working conditions but also the profits that companies in this sector continue to churn out, seemingly immune to crises. Companies sailed through the Christmas peak with minimal concessions, while workers will be left scraping crumbs for the next three years.

We say no! Much more could (and should) have been achieved!

This contract is far off from the real needs of workers in the sector, and it falls well short of what was possible. It is unacceptable that unions closed such a critical negotiation without even attempting to build stronger leverage by mobilizing workers for a serious effort. A mobilization would undoubtedly have resonated strongly, given the significant turnout for the general strike on November 29.

The strike called for December 9–10, later canceled with the contract signing, was yet another instance of "turning the faucet of resistance on and off," without even considering consulting workers. Now, a consultation is scheduled by January 27.

We urge all workers to take an active role: discuss and delve into what this means for our future.

Assemblies are your right! Demand them! Encourage participation from those with differing views for a truly democratic debate. **Vote NO, and let's come together to make our dissent heard loud and clear**

We're not willing to wait another three years!

Lavoratori e delegati per il NO!

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