

Hamburg, September 1, 2016

Declaration of Solidarity

The National Works Council Committee (*Gesamtbetriebsratsausschuss*) H&M Sales in Germany expresses its solidarity with the striking workers of H&M and XPO Logistics in Italy and supports their demands. In a National Works Council Sales reunion, we informed our fellow workers and discussed about the strikes in Italy. The courage and determination of our Italian fellow workers will serve us as an example in the struggles we have before us.

Since 2011 at least, the Italian logistics sector workers have been leading successful fights. They are on the low end of the wage scale, and they are facing a criminal system of cooperatives and racist foremen, but again and yet again they succeed to defy isolation and humiliating working conditions by solidarity and effective organising.

Now they have expanded their strike wave to H&M and its service contractor XPO Logistics. In two warehouses in Lombardy, workers have been striking on and off since late July 2016.

Their working conditions

- wage classification as low as possible
- part time contracts despite up to 200 working hours per month
- temporary contracts
- one day in advance they get to know if they are supposed to show up for work at all
- half an hour in advance they get to know the ending time of their shift
- 12 hour shifts are the daily fare
- fraudulent wage accounting

Their demands

- unlimited full time contracts
- correct wage accounting
- 40 hour week
- shift schedules
- correct wage classification
- overtime surcharges
- recognition of their trade union SI Cobas

We, too, have daily experience of how H&M treat their workers: We suffer from limited and part time contracts, flexible scheduling, unhealthy working conditions, incorrect wage classifications, repressions against works council members and unionised workers, and low wages. We request H&M and XPO to guarantee wages and working conditions according to the national collective agreement and to fulfil our fellow workers' demands.

Solidarity is our strength!

**The National Works Council Committee (*Gesamtbetriebsratsausschuss*) H&M Sales
Hamburg/Gemany**