

# NEW COLLECTIVE BARGAINING AGREEMENT AT THE COURIER SECTOR

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The Spanish Association of Courier Companies (AEM) has signed its new Collective Bargaining Agreement, which will be in force until 2025 and seeks to strengthen the security of the courier sector and its workers, both at a labour and legal level.

Among the advances of this new Collective Bargaining Agreement are: a 2.5% wage increase in all categories from the minimum wage; the already fixed weekly working hours of 38 hours or the inclusion of an extra day for personal matters, in addition, the regulation of the effective daily working day is included, allowing the worker to be compensated for excess work and setting it at a maximum of 8.5 hours a day with the mandatory breaks.

**Francisco Martínez** (pictured left), President of AEM, explains: "It is an agreement, which we have extended from 3 to 4 years, beneficial for everyone in a stable and growing sector such as the courier sector, as it allows us to work with legal certainty and has been adapted to the needs and modalities of the new deliveries, improving the conditions of the workers".

The Collective Bargaining Agreement has been signed by the representative union of the courier sector, the State Federation of Services of the Workers' Trade Union (FS-USO) and the Spanish courier employers' association as the main representative of the sector. From the outset, the negotiating table had the objective of moving forward, with both parties being receptive to new contributions.

Courier companies have been adapting to the rise of online shopping and the new reality of deliveries that has accelerated in the wake of the pandemic. For this reason, the sector is seeking to adapt to the changes and has incorporated a new delivery method: last mile postcode address. In this way, companies will be able to be more competitive and organise their deliveries within the same postcode, so that vehicles are not constantly moving around the cities and allowing couriers to make more deliveries in the same area with more environmentally friendly vehicles, which benefits them in terms of reaching their targets sooner and obtaining incentives for exceeding production in deliveries made.