



**IndustriALL Global Union Finmeccanica
Global Trade Union Meeting
Proposed Action Plan**

18-19 April, 2016

Meeting in Rome, trade unions representing workers at the Finmeccanica Group resolved on the following actions and objectives:

- In collaboration with IndustriAll Europe, demand that Finmeccanica establish a proper European Works Council (EWC), in line with the agreement already reached with the Italian unions, as well as the company's legal obligations.
- Establish a Finmeccanica Global Union Network to be initially coordinated by Michele Zanocco (FIM-CISL); ---- (FIOM-CGIL); Guglielmo Gambardella (UILM-UIL); Glen Graham (Unite); Raymond Morell (Unite), and the IndustriALL Global Union Secretariat.
- Seek company recognition of the Finmeccanica Global Union Network and a commitment to social dialogue.
- Initiate discussions on the following issues particular to Finmeccanica:
 - Restructuring
 - Education, training and knowledge transfer
 - Recruitment of younger and women workers
 - Business strategy - sustainable industrial strategy
 - Equal treatment of workers within the Finmeccanica Group
 - Subcontracting and the practice of social dumping
 - Research and development
 - Future product assurance
 - Precarious work
- Explore a potential Global Framework Agreement with Finmeccanica addressing the usual important labour and human rights issues in line with IndustriALL Global Union's Guidelines for GFAs, as well as the issues particular to Finmeccanica.