

BARGAINING PROPOSALS for national labour contract renewal FEDERMECCANICA/ASSISTAL 2013-2015

NATIONAL SECRETARIATS

Corso Trieste, 36 - 00198 Roma - Tel. +39 06 852621



Preamble

During the hard economical context, that most Italian citizens are living and, among them, of course, industrial workers, in particular manufacturing industry and those of industrial equipment and during the confused political phase for Italy and Europe as well, deciding to renew the National Collective Labour Contract is, for trade union movement, crucial to protect and to represent workers, and it's a way to confirm the role and the function of the Union and of collective bargaining, which is the main instrument to improve salaries and working conditions.

Collective bargaining, indeed, represents the instrument against ideologies that ride small and big forms of selfishness, at the expense of common interest that work requires, regarding protections, salaries and economical development .

The renewal of National Collective Labour Contract, with the aim to guarantee economical and normative common treatments for all workers of the sector employed everywhere in national territory, in this context, must be achieved within the system of rules for the renewal of collective agreements established in 2009 that, in the same way that binds trade unions, commits counter parties to complete negotiations within provided times.

Going beyond these rules, would mean to risk the non renewal of contract and choosing the way of conflict, expensive for workers, but, today more than ever, idle and dangerous for productive system because it would risk to "switch off" the shy signs of recovery and in the end infertile, because making longer the time deadlines for renewal, would mean also moving away, in a time frame, the increase of salaries that today can be useful not only to reply the fair requests of workers, but even the necessities of our economical system to recover consumptions.

Fim and Uilm recognize and confirm the rules applied in every contract renewal since 2009 until today, and prepared a list of bargaining claims together, respecting those rules: it's a coherent choice, to increase the value of the experiences that we had, thanks to which there was the renewal of labour contracts in a critical phase for the economy and for labour .

Our aim is renewing the contract; during last years this was guaranteed only by our action and by our choices, unlike others that just proposed some claims with no results for workers.

Fim and Uilm introduce collective bargaining proposals which have the goal to be come a "contract" within provided times, with no delay, and giving workers some concrete results, with an increase of standards already since January 2013 and new and improved rights.

In addition, Fim and Uilm believe it's necessary updating the "joint position" defined with Federmeccanica and Assisital in occasion of the renewal of contract of 2009 to ask the urgent and appropriate interventions to Government to face the problem of the abnormal fiscal pressure on labour, which got worse after the latest legislative measures.

The topics of renewal

Wage increases

The request of wage increase- coherently with the defined bargaining system- derives from ISTAT forecasts about IPCA index for the 3 years period 2013-2015 and from the recovery of the shifting between real inflation and the one considered in the national labour contract of 2009, which is very relevant for the current year .

Category	€ Monthly requested Increases
1st	94,00
2nd	110,00
3rd	135,00
4th	142,00
5 th	150,00
5 th S	166,00
6 th	178,00
7 th – 7 th Q	197,00

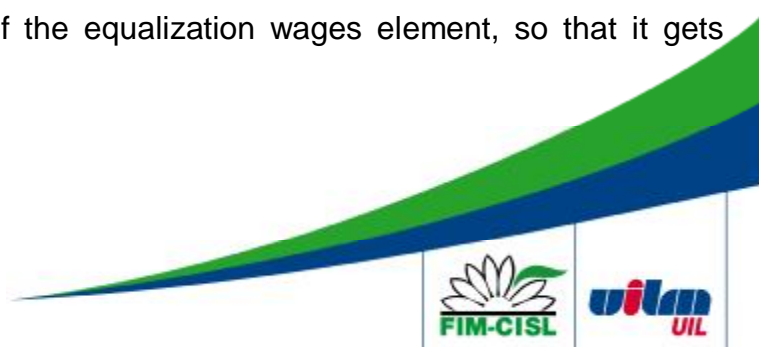
Simplification of payslip

In order to make the comprehension of payslip more simple, we demand to incorporate the Distinct Element of Remuneration (EDR in Italian) 31st july 1992, within minimum contractual standards .

Revaluation equalization of wages element

We confirm the necessity and the importance to spread and to qualify the second level bargaining; equalization of wages element, provided since 2006 as form of remuneration additional minimum for those who cannot enjoy the second level bargaining, from this point of view, becomes an element that push us to negotiate with company.

We ask for an increase of € 10 monthly of the equalization wages element, so that it gets increased from € 445 up to € 585 yearly.



Increase of “ mètaSalute contribution”

The sanitary fund, supplementary to the national sanitary system for industry metalworkers and the ones for industrial equipments, born at the end of 2011 and now in phase of start, needs more sources to give better performances in order to increase interventions and areas, and thus, giving larger protections. Contribution must be increased from € 36 to € 108 yearly.

MètaSalute News

Since June it will be possible being a member of Unisalute, the sanitary supplementary fund created by Fim, Uilm, Federmeccanica and Assisital in accomplishment of the National Collective Labour Contract of 15th October 2009.

To be a MetaSalute member, it takes being a worker in a company that applies Federmeccanica National Collective Labour Contract .

Contribution to fund is equivalent to 3 euros monthly, 2 charged to the employer, and 1 charged to the member since January 2013; this sum is given to the Fund from the employer and is not taxed, not in phase of payment, not even when the sanitary service is performed.

All those that will be members within 2012 can benefit since April 2013 of the performances currently operative in surgical sector with diagnostic services, before and after the admission in hospital, of the rehab after surgery, of rehab after accident for any cause, of and of dentist surgery.

With few euros early, the worker can enjoy the right of fruition of performances, without payments within the limits of standards that were fixed according to the network of structures in convention with MetaSalute or, in case of surgery, the reimbursement of sanitary tickets, in case he addresses to public service.

This is possible because through MetaSalute small contributions paid by everyone are valued, realizing mutuality and solidarity.

That's possible because MetaSalute is a no profit fund, handled by the parties that created it with the aim to give the answers to important needs of workers.

You can ask for information to Fim and Uilm of your territory, you can ask to union delegates of your company, you can visit web page www.fondometasalute.it, where you can find all the information about MetaSalute fund.

June 2012

Adjustment of travelling allowance and of availability

We demand for the adjustment of travelling allowances and of availability, provided from the contract. In order to have a concrete result, it's necessary not only to negotiate an increase of these allowances, but it's important to make interventions for the adjustment of values, free from fiscal and contributory point of view .

Shifts price rises

We demand for the increase of remuneration for hard shifts.



Working hours and needs of workers' .

Close to the working hours in support to productive cycles and the needs of enterprises, must coexist the working hours compatible with the cycle of life of workers, providing the introduction of a list of working times that allow the worker to choose among different systems, with particular attention to the theme of reconciliation of responsibilities to answer to personal and family needs of workers.

The Collective National Labour Contract should define the schemes to submit to company that provide the flexibility on daily base for those who have particular needs (such as bringing kids to school), establishing a different possibility of working time, in the area to guarantee daily working hours provided and the flexibility of multi week working performance for particular events (necessity to assist continuously relatives for not too long periods, 1-3 months), according to the principles of multi week working time or of "hours' bank", in this case thus starting from the deduct and compensating, lately, with recovers.

In addition, three days of paid leave for the father, in occasion of the son's birth without reductions of maternity leave provided by Law.

Spreading of part time

Part time represents a contractual form to be spread for several reasons: those linked to needs of cure of study and of health (that can be summed under the voice of "personal needs") and those linked to active policies of job for young people and people who are more than 50 years old . If part time was supported by coherent laws, it could be a precious instrument for lightening the working performance of older workers, with the access to partial retirement for the part of working hours reduced and at the same time it can be useful for coaching periods of young new hired people in order to give skills, experiences and competences.

For these several reasons, part time must be easily reachable, by increasing the percentage and reducing the cases of possible deny.

Labour market and perpetual training

Professional apprenticeship must be defined again on the basis of "Unique Text" and according to multi confederational agreement, confirming the choices made in the agreement of 2006.

We also propose to regulate the apprenticeship for high level training, with the aim to achieve high school qualification and university degrees, through courses of training and job, with specific experimentation and conventions

As regards the open-ended contract, changes introduced by the Labour reform, currently examined by the Parliament, make necessary an harmonization of the national contract .

We demand that, in case of changes in farming out in general services, involved workers must have the right to be replaced in the coming company.

We demand to define in the contract the right to a "training dowry" for single workers to be used in company in a precise period, proposing as goals actions for professional growth and re qualification.

Company commissions for professional training can have a very important role on this subject and thus we demand that they must be constituted on the basis of the request of one of the parties in productive plants with at least 300 workers.

Staff positions and categories

The reform of staff position must be realized by introducing a more dynamic and operative system to represent working activities, completing a project of reform already started, able to give an answer to the needs of growth and professional mobility for workers having qualifications medium-low.

This can be made through a scheme of professional categories that can allow professional development within the categories and from category to category, that can be improved by company bargaining.

Professional profiles must be updated by introducing multi functional criterias, in order to achieve the consequent acknowledgement.

Protections of long sick leaves

We demand the improvement of the protections for the worker that gets seriously sick and for this he's obliged to leave job for long time, with the increase of economical integration, charged to the companies.

Trade union relationships

We demand the realization of the commitments regarding the Bilateral Body of metalworkers, that has the following tasks:

- Study of trends of sections of engineering industry,
- Definition of perpetual training policies of workers ;
- Handling of interventions for retirement of "old" workers
- Support the placement of workers in case or company restructurings.

Information, consultation, participation

Rights and schedules must be improved, providing also the participation of experts.

The subjects of information and consultation must be more highlighted. Then, it takes providing the methods of participation in organisms of consultation and management of enterprises also considering the changes currently examined at the Parliament. It's necessary to carry on the study and the proposal on the subject started with the National Collective Labour Contract 2009 to spread the practices of social responsibility and the adoption of ethical company codes.

Health and safety

We demand the increase of Representatives of Workers for Safety (RLS in Italian) in comparison with the minimum provided by Law and its related total hours.

In plants with more than 200 workers we demand for a space reserved to the Representatives of Workers for Safety (visible and accessible), in which can be fostered the documentation about the practice of their tasks. In order to guarantee the access to the documentation and the updating of their knowledge, the Representatives of Workers for Safety will be given at least a personal computer with printer and Internet access.



Immigrate workers

We demand to enlarge the cases of use of contractual rights for stranger workers and to enlarge the use of unpaid leaves according to the needs of requests or updating the permit to stay and the fruition of leaves for particular events and causes according to the needs to return to native countries.

It takes more care for the accomplishment of contractual commitments related to Italian language and culture courses with the goal of integration.

In addition, because of the multi religious condition in engineering industries, we demand for the use of leaves when there are different religious feasts.

Contribution “una tantum”

To workers who are not members of unions, will be asked a contribution “una tantum” for the contractual renewal.

Information and consultation of members and of workers

This hypothesis of renewal will be submitted to evaluation and approval of national organisms of Fim and Uilm and to the ratification by the “Assembly of Delegates” composed by the highest union levels and by delegates from Fim and Uilm called for 13th june.

Lately workers will be showed this hypothesis during assemblies and submitted, within 6th july, to vote to Fim and Uilm members

On july the 9th National Secretariats will show the result of consultation.

Rome, 7th june 2012

