

FIOM CENTRAL COMMITTEE  
14TH JUNE 2010

FINAL STATEMENT

FIOM says NO to the document of FIAT and makes proposals to reopen the negotiation

Friday 11 of June the FIAT group confirmed his choice to stop the activity of Termini Imerese, transferring the production of the Fiat Ypsilon to Poland by the end of 2011 and as we are in absence of concrete industrial proposals that means to erase 2.200 direct workplaces and one of the most important industrial activity in Sicily.

In the same day the FIAT group has conditioned the investment of 700 millions of Euro to produce Panda in 2012 in Pomigliano to the acceptance of a last proposal, non negotiable, that defining a new system to use the equipments and the work organization, deviate from the National contract and other law commitments in the field of health and safety and on shifts work.

We are referring for example to the fact that these conditions provide:

- the seconded overtime increases from 40 to 120 h. per years with the possibility to oblige it as 18<sup>th</sup> shift, in the break for lunch, in the rest days, to recover holes of production also due to cases not linked to the work activity (as the delay on delivery);
- the breaks on assembly line decrease from 40 minutes to 30 minutes per day;
- Fiat group can deviate from the commitment for the worker to rest at least for 11 h. provided by law from a shift to another;
- the company can decide not to pay the illness treatment provided by national contract;
- the company can change the tasks fo the worker without any equal principle;
- the company will use 2 years of Cig (temporary unemployment) for restructuring without rotation and the duty to training without any wage integration.

The definitive proposal of the FIAT group provide also to apply sanctions to the unions and the workers representatives and the single worker erasing the right of collective bargaining even violating our Constitutional commitment in order of the right of strike and dismissal.

While FIM,UILM,FISMIC and UGL agreed on the FIAT position, FIOM-CGIL declared unacceptable such proposals and asked FIAT not to consider the negotiation closed.

The FIAT choice seems to be a passage to a radical phase of the industrial relations system as is an overcoming of the National contract and for this reason has a value that involves the entire sector. If we allow to win the concept that to invest in Italy is possible only deviating from the National contract, the laws, the Constitution, we risk to open an abyss with the only meaning to show as exit from the crisis the reduction of working rights, wages and a modification in fact of the social and physical Constitution.

The FIOM Central committee, starting from the industrial plan presented by FIAT group on 21<sup>st</sup> April 2010, considers essential to develop all the initiatives useful to defend and develop the automotive production in Italy and its jobs. We ask for a definition of a negotiated plan of public intervention for sustainable mobility and new clean technologies, included the electric mobility, and a coordination between the institutions.

FIAT group has given notice of all the agreements signed for Pomigliano plant on working conditions and organization of production.

For that reason and without a solution negotiated by all the parties, the only valid instrument is the National contract.

The application of the National contract allows the company to organize the working time also on 18 shifts after the discussion with the RSU and the use of 40 hours per worker of overtime seconded.

All this allows FIAT to guarantee the yearly production of 280.000 Panda with a daily amount of 1.050 cars on 3 shifts which are the declared topics of the group to achieve the investment in Pomigliano.

If FIAT will decide to apply in this way the National Contract FIOM will take act of it without any opposition.

If this is not the solution it's evident that the topic for FIAT is not to produce with flexibility/compatibility but as it is clear from the declaration of Ministers Sacconi and Tremonti the topic is to overcome the National contract and the workers' Statute.

The FIOM Central Committee reaffirm furthermore that the deviation of the National Contract and the discussion on rights that cannot be waived are not negotiation elements both at national or company levels. They cannot be elements of blackmail for the workers that at this point have to choose if keep their workplace or renounce to their individual rights included the constitutional rights on the subject of strike and collective bargaining of working conditions, all elements that connect the freedom and democracy in a country.

For all these reasons the FIOM Central committee share the choice to consider that document not acceptable for the Pomigliano plant the text put in discussion individual rights, deviation of National contract, and has a profile of unlawfulness on the subject of health and safety and right to strike.

The FIOM Central committee reaffirm to be dispositive to guarantee flexibility and efficiency for the Pomigliano plant through an agreement that guarantees the use of equipments, flexibility on working time to answer to the market waves, a work organization which produce quality and productivity but at the same time safeguards the working conditions.

It is possible to reach this topic according to the National contract and the existing laws and we ask that FIAT to open a negotiation table on this bases.

The FIOM Central committee expresses all his deep respect and solidarity towards the workers of FIAT.

Approved unanimity