



## Metalworkers

### The main points of the Programme

All the workers of our union should value the details of the demands in the original text of the platform. The main points are:

- a time limit to temporary work, with a maximum duration of 8 months. Over that limit, the contract becomes permanent;
- a commitment of the firms not to dismiss any worker from the factory without first trying all types of solidarity, distribution of shifts, rotation of the access to the redundancy fund;
- the reduction of working hours for those who work in critical conditions or on night shifts;
- the right to vocational training and professionalism. This, together with the changes in professional positions, will guarantee new professional outlets to the workers, and a stronger link between blue and white collars;
- the right to instruction and to the development of professional skills at all levels, overcoming the arbitrariness and one-sidedness of the firms, and giving the Rsu the authority to stand for these specific rights of the workers;
- a new policy for the protection of health, guaranteeing for the RIs the possibility of doing their job, and for the workers the right to be informed about all that is necessary to their safety and for a better health administration;
- the right to education for all, returning the metalworkers the possibility to use their "150 hours" for a better training;
- rights and laws which respect the dignity and personality of the workers, regardless of their sex, age, religion, and the country of origin;
- finally, of course, a raise of wages, to give back the purchasing power lost in recent years and to acknowledge the contribution given by the workers to the development of industry;
- it will be the workers' vote that will decide if this 135 euro raise should be the same for all or should have indexes different from those of recent contracts.

### Immigrant workers. Rights.

- Facilitation for migrant workers. The firms should guarantee special vacations to allow the workers to meet their family in their country of origin, by using a "Time Bank". Special permissions should be given to take care of bureaucratic procedures concerning their residence permit;
- concerning meals, the possibility for immigrant workers to have special food, in order to respect their culture and habits;
- promotion of effective communication in their own tongues. Contracts and regulations (including safety regulations) should all be translated. The firm should also encourage immigrant workers to learn Italian by organising classes.