



UFFICIO LAVORATORI MIGRANTI

## SYNTHESIZED CONTENTS OF THE HYPOTHESIS OF AGREEMENT FOR THE RENEWAL OF NATIONAL METALWORKERS CONTRACT

(The original complete Italian text remains of course the only official reference)

After thirteen months of negotiations, on January 19, 2006, thank to the workers' mobilizations, an agreement on the national work contract of the metalworkers was reached.

The hypothesis of agreement reaffirms the central role of the collective national contract, the role of the RSU and the right to a decent salary. For the enforcement of the agreement, the hypothesis has to be approved by the workers' vote in a ballot.

**These are the main contents of the hypothesis of agreement:**

### Wage Increase

The wage increase is of **100 euro for the V level** and will be paid as follows:

PROFESSIONAL LEVEL	WAGE INCREASE	AS FROM 1.1.2006	AS FROM 1.10.2006	AS FROM 1.3.2007
1st	62,50	37,50	15,63	9,37
2nd	73,13	43,88	28,28	10,97
3rd	86,25	51,75	21,56	12,94
4nd	91,25	54,75	22,81	13,69
<b>5th</b>	<b>100,00</b>	<b>60,00</b>	<b>25,00</b>	<b>15,00</b>
5ths	110,63	66,38	27,66	16,59
6th	118,75	71,25	29,69	17,81
7th	131,25	78,75	32,81	19,69

The lump ("**Una Tantum**") for the workers employed to the date of January 19, 2006 is of **320 euro**. Half the amount will be paid in February 2006 and the second half of the amount in June 2006.

The workers employed to the date of June 1, 2007 in companies where no company level negotiations are performed and who consequently during the year 2006 had wages corresponding

to the mere minimum wages provided by the national work contract, will receive **130 Euro**, which during the next national bargaining round will be turned into a **specific wage element**.

### **Experimental agreement on flexibility and labour market**

An experimental commission will be operating between February 2006 and July 2006, discussing on productivity, work time, labour market and work conditions.

This commission will also deal with the **maximum percentage for interim and fixed term jobs**.

During the work of the commission, the companies can use **working time flexibility on several week base**, according to the provisions of article 5 of the national work contract, which means **only through agreements with the RSU**.

In July 2006 this experimental section will expire, unless both parts decide to prolong it.

### **Apprenticeship**

The agreement concerning apprenticeship defines the functioning rules of apprenticeship contracts and provides strict rules concerning vocational training and wages. The main points are:

- **obligation to confirm at least 70%** of the apprentices as permanent workers;
- **compulsory and paid vocational training;**
- with respect to the past, **wages will be raised** and will correspond to wage perceived with respect to the corresponding professional level;
- use of apprenticeship from the 3rd to the 7th professional level, with different durations according to the respective professional level;
- the duration of the apprenticeship period will be shorter for workers having degrees.

### **Expiry date of the agreement**

June 30, 2007