



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)

Industrial relations system

The industrial relations system has been updated and improved (observatories, information rights and committees). Special concern is dedicated to issues concerning female and male immigrant workers' rights (right to study, easier permissions for obtaining permit of stay documents, and so on). The information and consultation rights E.U. Directive is adopted in the national contract for companies with at least 50 employees.

Environment and working safety conditions

Following consultation with the RLS (Workers' Representatives for Safety issues), approximately every 6 months, companies will keep workers informed about safety and health issues, also considering their own company peculiarities. Under written request, employers are obliged to give the RLS the risks assessment report and a copy of the industrial accidents register.

The RLS have more hours at disposal: 50 hours in companies with more than 50 and less than 100 employees, 70 hours in companies with at least 100 employees.

Labour market

A 44 months long limit is established for persons who have been working in the same company and in the same duties with temporary contracts or as agency workers.

A stabilization course, which is not foreseen both by law and by contract, is introduced for agency workers as well, and an 8 months long limit is determined to possible temporary contracts' extensions.

A committee, dedicated to induction contracts, part-time workers and outsourcing contracts, will be created. This committee remains in function up to 6 months. Company agreements on the matter remain valid.

Equalization of regulations between workers and clerks

Starting from January 1st, 2009 contractual treatments of metal industry employees are unified and the discipline for clerks is extended to workers as a rule, including monthly payments.

In order to harmonize hourly and monthly salaries, 11 hours and 10 minutes more will be paid to workers who are currently hired in addition to the year-end bonus.

Furthermore, in order to calculate extrapayments for nightly and extra-time work, the basic pay will include not only minimum contractual levels but also seniority increases value, individual bonuses, and other monthly or hourly elements, both continuous and fixed.

Starting from February 1st, 2008 new rules for trial periods, notice terms and seniority increases are introduced.

In particular, the discipline for seniority increases is changed, and increases are linked to the accrued seniority years inside the company itself: in case of level changes, accrued increases are revalued on the basis of the new level itself, and the accruing process will continue. This new discipline allows significant economic benefits.

Starting from January 1st, 2008, a new regulation is introduced: workers have the right to one vacation day every 10 seniority years inside the same company, and to one month after 18 years.

Past seniority is not calculated, except for workers who have 10 years of seniority at the age of 55. These workers will maintain the right to one more day of vacation.

Parts agree that the new labour individual contract discipline does not modify better conditions arising from previous agreements or company practice.

Working time

As requested in the platform, the working time contract discipline (item 5), which establishes the 40 hours weekly working time, is confirmed.

Flexibility rules foreseen in Law n° 66 are not applicable.

Extra-time hours, which are not object of negotiation, increase by 8 hours from 32 to 40 in companies with more than 200 employees and from 40 to 48 in companies with less than 200 employees.

After discussion with the Rsu (united syndicate representatives) 1 out of 7 collective Psr (yearly payed permits) can shift to the subsequent year. In this case workers may ask to be paid before the end of the year or keep it in his own paid working hours register.

The cases concerning the multiweekly working time discipline are extended and other ways of use are foreseen, but always after a previous agreement with the Rsu. Salary increases are foreseen for multiweekly working time.

Classification

The skill-related salary component for the 5th level most specialized workers turns into a real contractual level using the 5thsuper parameter and it is extended to workers, as well.

For the 3rd level workers with multifunctional duties a skill-related salary component is foreseen according to a case-list to be defined before february 2008.

Within the same period an agreement concerning the classification system reform will be signed.

Wage increase

A 300 euros bonus, including the lvc (contract vacancy indemnity), is equally paid to all the workers in march 2008 (267 euros).

- **Federmeccanica**. The period of wage increase is 30 months (instead of 24). The medium wage increase is 127 euros at the 5th level of the professional scale.

Professional level	wage increase	as from 1.1.2008	as from 1.1.2009	as from 1.9.2009
1 st	79,38	37,50	23,12	18,76
2 nd	92,87	43,88	27,06	21,93
3 nd	109,54	51,75	31,91	25,88
4 nd	115,89	54,75	33,76	27,38
5 th	127,00	60,00	37,00	30,00
5 th _S	140,49	66,38	40,93	33,18
6 th	150,81	71,25	43,94	35,62
7 th	166,69	78,75	48,56	39,38

- **Unionmeccanica**. The period of wage increase is 31 months (instead of 24). The medium wage increase is 131 euros at the 5th level of the professional scale.

Professional level	wage increase	as from 1.1.2008	as from 1.1.2009	as from 1.9.2009
1 st	81,88	37,50	23,12	21,25
2 nd	95,79	43,88	27,06	24,85
3 nd	112,99	51,75	31,91	29,33
4 nd	119,54	54,75	33,76	31,03
5 th	131,00	60,00	37,00	34,00
6 th	144,92	66,38	40,93	37,61
7 th	155,56	71,25	43,94	40,37
8 th	171,94	75,75	48,56	44,63
9 th	201,41	92,25	56,88	52,28

The equalizing salary component for workers who have the minimum pay turns into a yearly 260 euros component.

Availability and travel allowances are revalued.

Migrants workers. To act jointly to the Minister for courses of Italian language using the educational leaves included in the contract. Annual leaves: the migrants workers can use as priority the annual leaves to make the burocratic procedures of the law. They can use a longer period of holidays (holidays together with annual leaves) to join their countries of origin.

**The hypothesis of agreement will be voted by the workers with a ballot
at the end of february (25-26-27 february)**