



Separate agreement signed by Fim, Uilm and Federmeccanica

On 15th of October, Fim and Uilm signed with Federmeccanica a national agreement for the renewal of National contract.

Although the National contract will expire at the end of the 2011 for the entire rules, Fim and Uilm had given notice of termination not only for wage increase but for all the national contract rules.

Before the signature, Fiom asked the stop of the negotiations and go to a mediation between the 2 platforms and to a general ballot within the workers. The answer was no.

The new agreement receives all the rules of the interconfederal agreement (signed in april only by Cisl and Uil and not by Cgil) for a new collective bargaining structure.

It is the first time in Italy that a separate agreement provides the new collective bargaining structure.

Contents

WAGE INCREASE

The wage increase has been scheduled for 3 years (before 2) and the amount is 110 € at the 5th professional level (68 € net for 3 years) in 3 tranches: 28 € for 2010; 40 € for 2011; 42 € for 2012.

The highest concentration for the sector is the 3rd level (14.49 € net for the first year).

In the new rules the index of reference (value of point) according of which you can calculate the wage increase disappeared.

The further amount of the increase for those workers without companies agreements taking only the minimum wage is of 15 € per month starting from 2011 (nothing in 2010).

SECOND LEVEL OF COLLECTIVE BARGAINING (COMPANY LEVEL)

In the company the wage increase (results bonus) will be only variable to be able to receive the reduction of taxation decided by government.

In the companies where there is no union representatives, the criteria and the amount of the results' bonus will be decided by the employer. Then at local level you can have a discussion on that decision. In this case there is not a right of unions to present bargaining demands but is a choice of the employer!!!

The companies' negotiation is no more considered as supplement, but as exclusive or competing with the national level. This for us open the road to the deviation from the national contract in the companies' agreements.

FUND TO SUPPORT INCOME

It is defined a fund which will be operating perhaps in 2012 (after the crisis? and perhaps because the functioning is connected to the decisions of government for taxations benefits) where the employers will put 2 € and 1 € for the workers (2011/2012) No definition of benefits and who will be supported by the fund are in the agreement.

For us the real will is to go to a privatization of the Cassa Integrazione.

FIXED TERM CONTRACT

There is a revision of the concept of the seasonal nature of the contracts. this new concept brings to a deviation from the national level and undermine the right of worker to reach an open ended contract.

PART TIME

With this separate contract the part time become a collective tool of flexibility instead of individual and voluntary right. The new discipline is expected to be put in practice by 2012 but the agreement give the opportunity of deviation on company level.

The new rules bring a big changement in working time regulation (increase) without any right for the worker to withdraw to full time (except for family reasons).

WORKING TIME

This chapter (not explained) provide the intention to change the previous rules.

This means they are going to change the obligation of 11h. rest provided by law and the national contract.

Fim and Uilm are going to the approval of the contract within their members (in Italy the contract is erga omnes, is valid for all the workers, Fim and Uilm members are a minority).

Fiom-Cgil had his Central committee yesterday and took some decisions:

- continuing the battle and permanent mobilization against the separate agreement (a lot of protests and strikes);
- ask formally Fim and Uilm to held a general ballot as all the workers have the right to vote;
- legal steps against the application of the new contract (the previous contract will expire in 2011, was signed by all the 3 unions and Fiom didnt'give notice of termination);
- make a campaign on democracy on workplaces asking a meeting with all the political parties asking if it is correct that 2 minority unions can sign an agreement against the majority and valid for all and the workers cannot vote on it;
- national assembly of all Fiom shopstewards the 30th of October where we will decide further initiatives.

It is clear for us that the employers' association, using the crisis and with such agreement, want to decrease the power of negotiations and the rights of workers on their working conditions, so when we will face the recovery, they will be stronger and the workers weaker.

Sabina Petrucci
Europe Secretary Fiom-Cgil nazionale