

Sixth meeting of the EMF Press Group

Claudio Scarcelli

Rome, April 3th 2009





Fiom-Cgil: short historical profile

- **1901.** On June 16th, Fiom, the Italian federation of blue-collar metalworkers, was established in Livorno. Attending the Congress were 40 sections in representation of 18,000 subscribers
- **1906.** The Fiom and the other workers federation constitute the Workers general confederation (Cgl)
- **1944.** After the two world war and, beetwen them, the fascist period, in June 1944 the trade union was reconstituted with the Pact of Rome bringing together the main antifascist political groups within trade union: communist, christian democrat and socialist (Cgil)
- **1946.** During its 9th Congress the Italian metalworkers' Federation was turned into Federation of blue and white-collar metalworkers which soon reached 638,697 members

Fiom-Cgil: short historical profile



- **1948.** Fiom signed the first national Contract
- **1948.** The union split-up. The christian democrat group of the Cgil form the Cisl (Fim confederation) and – **1950** – the socialist group form the Uil (Uilm confederation)
- **1972.** The metalworkers' organizations Fim-Cisl, Fiom-Cgil and Uilm-Uil joined forces and formed the Metalworkers' federation (Flm)
- **1984.** Flm broke up

The Federation of white and blue-collar metalworkers (Fiom)



- Fiom is a member of the General Italian labour confederation (Cgil).
- At the international level, Fiom is a member of the European metalworkers federation (Fem) and of the International federation of metalworkers unions (Fism).



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Fiom. Organisation structure



- National Congress, held every four years (the next congress will be held in 2010).
- Central Committee, elected by the National Congress, the highest decisional body with 160 members.
- Steering Committee, elected by the National Congress, is an executive body of 30 members.
- National Secretariat, elected by the central Committee, is the structure which implements the decisions taken by the central Committee and ensures continuity in the direction of Fiom.

Sectors we represent



- Mechanical equipment
- Mass production (auto, motorcycles, appliances)
- Metallurgy and foundry
- Electronics and electrical equipment
- Steel
- Other transport equipment (Shipbuilding, aerospace, train construction)
- Information technology
- Maintenance, installation, transportation and other services
- Goldsmiths
- Silversmiths
- Dental technicians
- Other productions (music, toys etc.)

Workers and union members



- In Italy there are about 23,300,000 workers
- of which about 2,000,000 are metalworkers

- The unionization rate is about 33-34%
- Cgil has about 6,000,000 members (workers and retired people)
- Fiom has about 365.000 members

Trade union members



- The members fees are the only trade union economic resource
- The fee is around 1% of the brut wage



Representation of metalworkers Joint union representatives (Rsu)

Fiom representatives at plants level are 16.500

- At plants level, the Joint union representatives (Rsu) are elected by all the workers, whether they are union members or not.
- They hold office for three years.
- Rsu have the right to negotiate with the company jointly with unions, as provided for by the law and by their contract.

The collective bargaining



Two levels of collective bargaining

- National level
- Company level



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The collective bargaining



National level

- The national bargaining labour Contract is in force for:
 - four years for its regulatory aspects;
 - two years for the wage increase (inflation rate/productivity).
- To define the wage increase: take into account both the inflationary expectations for the subsequent two-year period (the inflation envisaged by government when drawing up the Report on economic and financial planning negotiated with the unions), and the spread between expected and recorded inflation for the previous two years.

The collective bargaining



Company level

- The second level seeks to determine, in individual companies and at the sectoral level, the issuing of additional allowances to be added to workers' wages linking them entirely or in part to variable parameters (productivity, profitability, quality etc.).
- In general, the second level is also an opportunity to strengthen the bargaining role of the sectoral union organisations and the Rsu (Joint union representatives) in such areas as labour organisation, training, employment policies, company strategies, implementation of working time, reduction and/or flexibility.

The economic crisis



The crisis in the metal industry

- February 2009
 - +1.070% of cassa integrazione/temporary unemployment of February 2008 (55% women)
 - Around 670,000 metalworkers at home

Information and Communication



- Fiom web site
- YouTube channel
- Facebook
- Magazines and books (Meta Edizioni)



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Information and Communication



■ Fiom web site (www.fiom.cgil.it)

- Born in 1999
- Today (5,000,000 total Hits)
- Today around 5,000 visits a day
- 80% fo unique visitors
- Up-date 2/3 times a day

Utenti connessi: 99 aggiornato: 02 apr 2009 13:55

Federazione Impiegati Operai Metallurgici

www.fiom.cgil.it

Giovedì 2 Aprile
[agenda](#) [scrivi](#) [sedi](#) [cerca](#) [www](#) [siti](#) [faq](#) [cronologia](#) [www.cgil.it](#)

SISTEMA CONTRATTUALE. DOCUMENTI E COMUNICATI

Testo di giudizio e commento articolato della Fiom sull'accordo separato

4 aprile | Manifestazione nazionale

FUTURO SI 4 **INDIETRO NO**

sabato 1° aprile
GRANDE MANIFESTAZIONE NAZIONALE
PER IL FUTURO DEL LAVORO
ROMA CIRCO MASSIMO

2 aprile | cantieristica

Fincantieri. Rivolta contro l'accordo separato

FIOM NEWS. La vertenza di gruppo/57. Cantieri fermi, scioperi, assemblee e cortei di protesta contro l'accordo separato del 1° aprile. Rivolta contro l'accordo separato

- Fiom: "Oggi cantieri fermi, scioperi, assemblee e cortei di protesta. Da tutti gli stabilimenti del Gruppo, il no dei lavoratori all'accordo separato del 1° aprile"
- Cremaschi (Fiom): "Con gli scioperi di oggi l'accordo separato del 1° aprile è stato nettamente bocciato. L'Azienda riapra il negoziato"

1 aprile | cantieristica

Fincantieri. L'accordo separato del 1° aprile

FIOM NEWS. La vertenza di gruppo/56. Più olio di gomito e niente democrazia

Volantino. Noi diciamo no

Il testo dell'accordo separato

- Rinaldini (Fiom): "È insensato e inaccettabile che ai lavoratori venga impedito di votare su questo accordo separato. Calpestati i loro diritti democratici"
- Cremaschi (Fiom): "Un accordo separato che è un attacco ai diritti dei lavoratori e alla democrazia sindacale". Domani 2 ore di sciopero con assemblee

1 aprile | Internazionale

Palestina/Israele. Finmeccanica: dove finisce il nostro lavoro? Vogliamo chiarezza!

Ufficio stampa

1 aprile 2009.

Fincantieri/2. Rinaldini (Fiom): "È insensato e inaccettabile che ai lavoratori venga impedito di votare su questo accordo separato. Calpestati i loro diritti democratici"

...
[le altre news]

Segretariati

- Info Ccrl Fede meccanica
- Info Ccrl Uniommeccanica
- eventi
- audio/video
- articoli, interviste, dichiarazioni
- Metallmeccaniche
- Inchiesta Fiom Study on working conditions
- Cassa di resistenza
- Fondazione Claudio Sabatini



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Facebook (www.facebook.com/fiomnazionale)

- from November 2008 Fiom is on Fb
- today we has around 4,000 friends



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■ YouTube
(www.youtube.com/fiomnet)

→ from January 2008 Fiom Has is YouTube channel

fiomnet Iscriviti



fiomnet
Iscritto il: 15 gennaio 2008
Ultimo accesso: 3 sett. fa
Video guardati: 375
Iscritti: 38
Visualizzazioni canale: 4422

La rete della Fiom-Cgil

Nome: **Fiom**
Età: **107**

La Federazione italiana operai metallurgici (Fiom) nasce a Livorno il 16 giugno 1901. Le sezioni presenti al congresso sono 40 (altre 18 quelle che avevano inviato la propria adesione), in rappresentanza di 18.000 iscritti.... segue

Città: **Roma**
Città natale: **Livorno**
Paese: **Italia**
Professione: **Sindacato Metalmeccanico**
Sito web: <http://www.fiom.cgil.it>

Contatta fiomnet

Invia messaggio
Aggiungi commento
Condividi canale

 [Aggiungi a iGoogle](#)

<http://www.youtube.com/fiomnet>

Incorpora questo canale:
`<script src="http://www.gmodules.com/ig/ifr?url=http://www.googl`

- Attività recenti**
- fiomnet è diventato amico di romanoborrelli (2 sett. fa)
 - fiomnet è diventato amico di amily77 (2 sett. fa)
 - fiomnet è diventato amico di lorisbbbb (2 sett. fa)



13 febbraio 2009 sciopero generale Fiom e Fp
Da: fiomnet
Visualizzazioni: 1234

Playlist

	Fiomnet 46 Video video della Fiom-Cgil su You Tube	Riproduci tutti Condividi
	Sciopero generale 13 febbraio 2009 18 Video	Riproduci tutti Condividi
	Assemblea nazionale delle delegate e dei delegati Fiom-Cgil 7 Video	Riproduci tutti Condividi mostra tutto



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Meta Edizioni

(www.youtube.com/fiomnet)

Our publishing house publishes two magazines:

- › Notizie Internazionali
- › Osservatorio economico dell'industria metalmeccanica



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