

And now.....pre-contract

Signing the separate agreement for the renewal of the metal workers national contract represents the gravest lesion to workers rights, to the contractual system and to trade union democracy. The contents of the separate agreement has lead to a poor salaries result and also defines that the national contract is being overcome in it's role and functions, because the agreement substitutes laws that protect workers, with laws that this government has made that are not at all favourable for workers and transforms normal working terms and conditions into precarious terms and conditions.

131 italian factories, 18.000 metalworkers have already got the pre-contract.



The pre-contract, not to be confused with integrative contracts that are made at factory level, represent an attempt to improve salaries and rules of the “terrible” agreement signed only by the minor fim and uilm.

Many factories, hoping in a less conflictual condition, that “disturbs” production, have accepted this type of agreement so as to manifest to the signers of the national contract (confindustria, fim and uilm) their disapproval and guaranteeing better condition for workers.

REQUESTS FOR THE PRE-CONTRACT:

- **Defend individual and collective rights of workers, obtained with years of disputes, which are in the last 1999 contract still active for fiom.** We want it to be recognised for it's ultra activity and value of rules contained in it, which in 1999 was signed alltogether.
- **Defend workers from precarious jobs.** We want to obstruct law 30 entering the metalworkers national contract because it will mean accepting job on call, intermittent, staff leasing, temporaneous and coordinate continuative jobs which will sum up with an unlimited number of terminal contracts and their repetition.



➤ **A rise in salaries that will guarantee real buying power. We have the lowest salaries in Europe while the price of goods keeps on rising and have nearly reached European prices. There is an example in how much we have to spend to buy school books.** The National agreement signed by Fim and Uilm calculates salaries on the “ridiculous” inflation rate of 1,4% for 2003 and 1,3% for 2004. L’Istat and also today Pezzotta (?) define inflation for 2003 out of control and near 3% and for 2004 2,5%. To really defend our wages we need to have a rise of 135 euro. So why gift our money to government and bosses?

The platform containing these requests will be discussed with workers in assemblies and voted democratically in the following days, in the same way that other electrodomestic group are doing (Merloni, etc).

If at group level the referendum results positive, this will constitute an explicit request to ask for a meeting with the Electrolux Group directors to present the platform.

Fiom retains fundamental the dispute to reconstruct the negotiation and regain the national contract.

We invite workers to participate actively in this battle because democracy and rights are the workers dignity.