

IMF WORKING GROUP AUTOMOTIVE



FIOM-CGIL

St Petersburg Russia 11-13 September 2012

WORLDWIDE EMPLOYEES

Only Fiat Group (without Fiat Industrial)

197.000

EMPLOYEES IN THE WORLD (44 COUNTRIES)

By Region

Europe	43,7 %
North America	24,5 %
Latin America	28,8 %
Asia	2,9 %
Rest of the world	0,1 %

By Sector

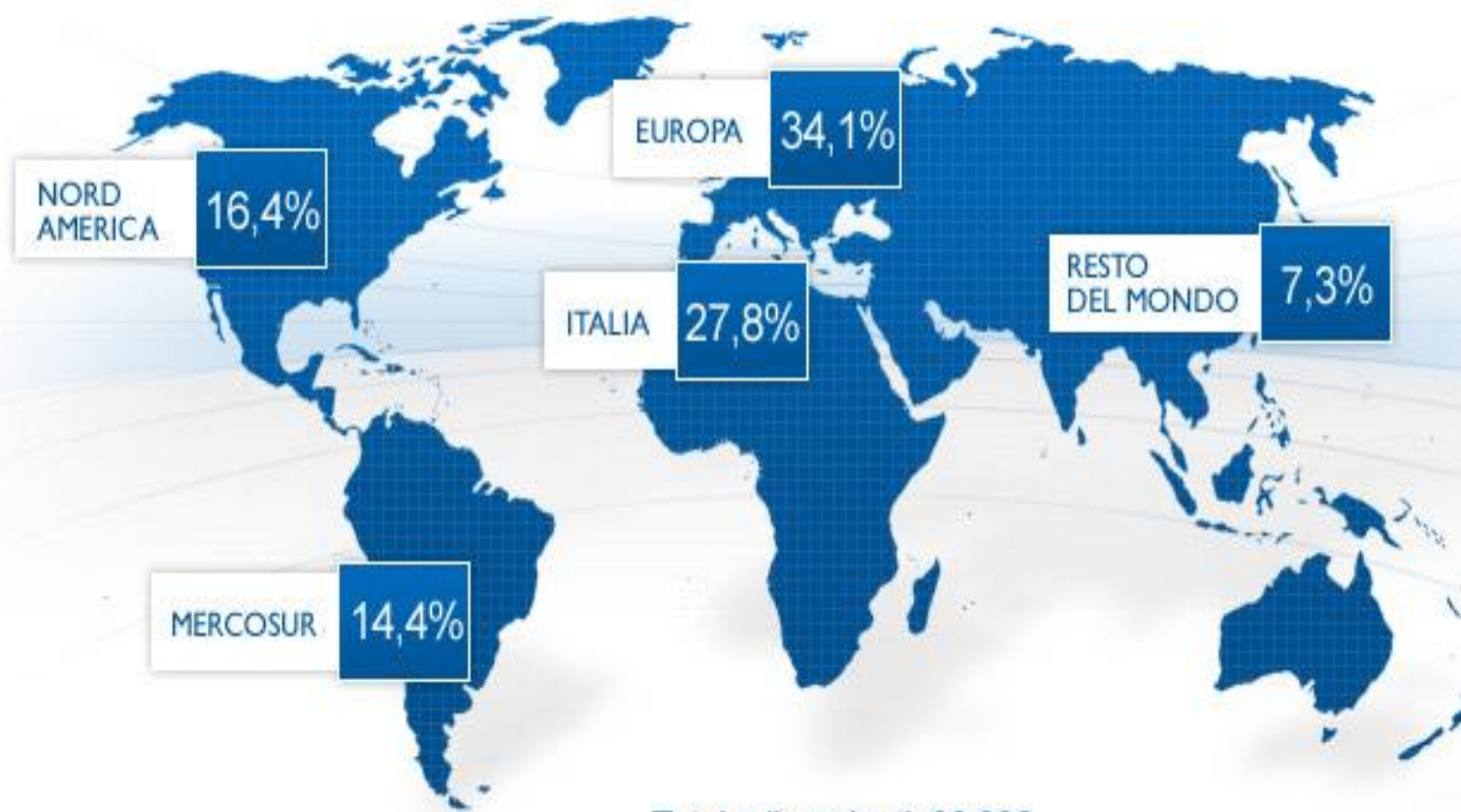
- Fiat Group Auto
30,3 %
- Chrysler Group
28,3 %
- Magneti Marelli
17,6 %
- Comau
7,3 %
- Fiat Powertrain
6,4 %
- Teksid
4,0 %
- Ferrari
1,4 %

RATE OF UNIONISATION IN ITALY

FIOM	12,5%
FIM	10,2%
UILM	9,2
FISMIC	6,1 %
UGL	2,0%
TOT UNION MEMBERS	41%
NON UNION MEMBERS	58,7%

FIAT INDUSTRIAL

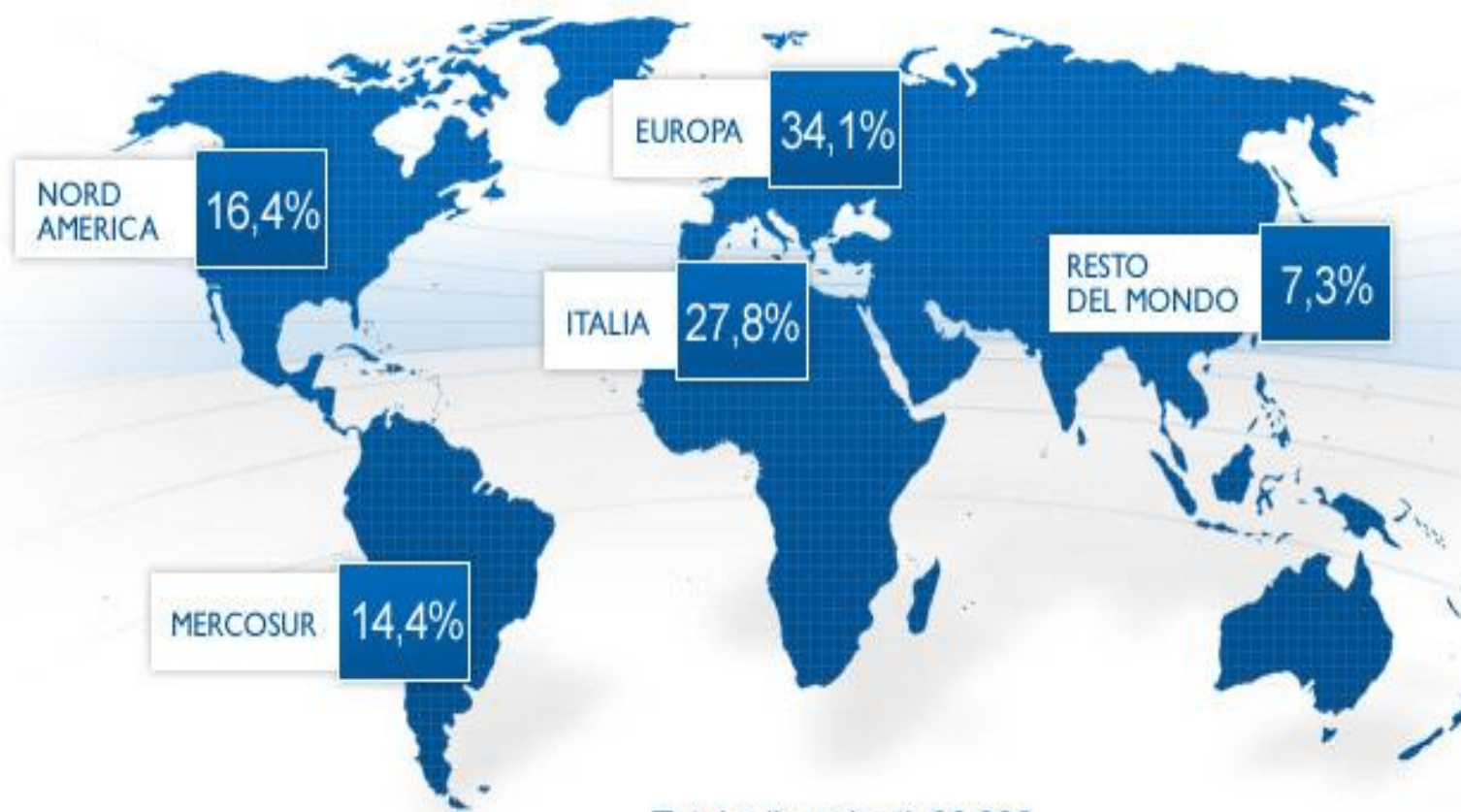
DIPENDENTI (dati al 31 dicembre 2011)



Totale dipendenti: 66.998

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CURRENT PRODUCTIVE AND EMPLOYEMENT SITUATION

CLOSURE : **CNH (500 empl.)** one plant has been closed in Imola

ANNOUNCED CLOSURES (by the end 2011):

TERMINI IMERESE (2200 empl. including autoparts plants workers);

IRISBUS di VALLE UFITA (1000 empl. including parts plants workers)

In the 6 plants automobiles the production is less than 500.000 (end sept. 2011) and by the end of the year will not be more than 650.000 vehicles.

The company has always declared that by 2014 will reach 1.650.000 vehicles (including 250.000 commercial vehicles)

Many projects are postponed. The plan for 1.650.000 is not trustworthy

FABBRICA ITALIA: the **CEO** Marchionne said that the plan provides for 20 billions euros.

So far we know only the investment 1 billion and 200: 600 millions in Pomigliano plant; 500 millions in former Bertone plant (small Maserati)

One billion for Fiat Mirafiori has been postponed to 2013 (small suv jeep?)

If the company will reach 20% of what has been promised (all shifted later) the time needed to reach the market is about 18 months. So, it is clear that the plan can not be implemented by 2014.

Currently, the CEO Fiat is saying that the crisis is becoming worse.....

Among workers: general feeling of incertitude and precarity; on struggle at local and national level

**NATIONAL STRIKE IN FIAT ON 21 OF OCTOBER 2011
WITH DEMONSTRATION IN ROME**



FIAT STRATEGY IS: DIVIDING WORKERS AND UNIONS, WANTS TO CREATE A SYSTEM BASED ON SANCTIONS INSTEAD OF FIND A WAY OUT OF THE CRISIS THROUGH INNOVATION AND NEW PRODUCTS. THE REASON FOR THAT IS THE OPPOSITION TO ITS POLICY OF AT LEAST HALF OF THE WORK FORCE, NOT ONLY OF ONE UNION. FEW INVESTMENTS

FIAT TOOLS

- **3 AGREEMENTS - Pomigliano, Mirafiori, ex-Bertone - UNDER BLACKMAIL** (Either workers accept my conditions, or no investments and no jobs)

violating national contract, freedom of association, Constitutional right to strike; worsening working conditions; sanctions on workers and unions

- **LEAVING CONFINDUSTRIA (Employers Association):**

to leave the national contract: Fiat wants to impose company level agreement as national, excluding from the representation in the plants those who don't agree.

THE JUDGE CONDAMNED FIAT FOR ANTIUNION BEHAVIOUR AND REINSTATED FIOM IN THE PLANT

- **GOVERNMENT'S SUPPORT: ARTICLE 8**

Instead of taking responsibility in the industrial policy and employment, the Italian Government passed in the budgetary law article 8, that states: easier to fire (violates Workers' Statute law), deviations from national contract and laws, company level agreement can replace the national contract.

RIGHTS' CUTS DO NOT SOLVE ANY PROBLEM FOR FIAT!

Working conditions are worsening:

In the framework of WCM programme (costs reduction, productive efficiency) in 2008 Fiat starts in Fiat Mirafiori the implementation of

ERGO UAS

is a methodology for more exploitation of workers: rhythms increase (4-7%), shorter breaks (10 minutes have been cut, from 40 to 30 minutes)

On the assembly lines all workers are standing; 55 seconds to 1 minute is the time allocated for a single workstation (the line speed)

All the previous agreements (since 1971) have been cancelled (control on working conditions, collective bargaining by delegates, breaks, etc.)

ERGO UAS is threatening health and safety

In Melfi, the most recent and young plant, there are 1700 disabled (RCL) out of 5000 (whereas in Mirafiori there are 7-800): the impact of the new system will be devastating. Workers will get sick earlier and heavier.

Moreover ...

Paid leaves for Fiom representatives in the workplaces: only the minimum provided by the law 300, Workers Statute, = 8 HOURS / MONTH

Other Unions keep much more hours

Example: in the plant Sevel:

Fiom has 12 delegates with 1200 hours/year

Fismic (yellow union) has 4 delegates and 12.000 hours /year

Discriminations against Fiom members at company level

FIAT WANTS TO PLAY A POLITICAL ROLE IN ITALY IN ORDER TO CHANGE RADICALLY THE INDUSTRIAL RELATIONS SYSTEM AND CHANGE THE BALANCE OF SOCIAL RELATIONS. ACTUALLY, WE THINK THAT IN REALITY, THE MAIN QUESTION TO BE DISCUSSED IS ITS WILL TO TAKE THE COMPANY OUT FROM ITALY

FIOM STRATEGY AND ACTIONS

- **INDUSTRIAL POLICY:**

NATIONAL MEETING WITH GOVERNMENT ABOUT A REAL INDUSTRIAL PLAN – MOREOVER IT IS URGENT A PLAN FOR THE MOBILITY: PUBLIC TRANSPORTS – TO OPEN A TABLE OF DISCUSSION AND NEGOTIATION ABOUT WHAT KIND OF PRODUCTIONS ARE NEEDED AND SUSTAINABLE.

- **WAGE INCREASE COMPANY LEVEL:**

LAST AGREEMENT ON BONUS EXPIRED IN 2009: PARTLY IS PAYED MONTHLY (110 EUROS); SETTLEMENT IN JULY (LAST PAYMENT – HALF - IN 2009 = 600 EUROS, INSTEAD OF 1100)

- **FLEXIBILITY:**

FIOM IS AVAILABLE TO NEGOTIATE IT, LINKED TO STABILIZATION OF PRECARIOUS WORKERS. (NOW WORK FOR 32 DAYS OUT OF 200 DAYS - CASSA INTEGRAZIONE - IN TURIN)

- **RE-WIN THE NATIONAL CONTRACT (ALL METALWORKERS)**

- **LEGAL ACTIONS**

APPEAL TO THE SUPREME COURT (together with CGIL) AGAINST ART. 8
violation of individual rights (against Constitution) – no retroactivity of the agreements

- **REFERENDUM** to cancel art. 8

INTERNATIONAL FRAMEWORK AGREEMENT

SOLIDARITY TOOL FOR THE GLOBALISATION OF WORKERS' AND UNIONS' RIGHTS IN THE TRANSNATIONAL COMPANIES; IT SHOULD PREVENT COMPETITION AMONG WORKERS

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- **june 2009: 1st IMF international meeting in Turin towards an international Fiat network. 2nd request to Fiat for IFA sent by IMF and FIM FIOM UILM. Negative answer**
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