

Towards October 16th' National Demonstration. Yes to the rights, no to the blackmails!

# Work is a common good

Rights, democracy, rule of law, work, national contract.

**R**ights, democracy, rule of law, work, national contract. These 5 words are the key words of the national metalworkers demonstration called by Fiom. The demonstration is open to all those women and men who feel that it is needed and urgent to reject the assault and the arrogance of those who are using the crisis to cancel social conquests – starting from the achievements of the workers' movement – and to drive back the society, when the law is the one of the strongest. This would be a material, civil and cultural regression, where inequality and selfishness will increase without limits and the finance decides on living conditions.

It will be the demonstration of and beside those who paid for the markets and goods' globalization, according to an endless human and environmental consumerism. Main actors of this demonstration will be those who refuse to consider exploitation and poverty as the unavoidable results of the competition between companies and of States budgetary balance.



Poles? Serbians? Italians? Metalworkers!

## Rights

**O**n October 16th' metalworkers and civil society will reclaim rights inside and outside the work places. It is not acceptable the exchange " jobs for rights" that the Fiat Ceo, Mr. Marchionne, wants to impose and that Government and Confindustria (employers' association) want to extend as a general model in all the work places. We refuse the lifelong precariousness, whose motivation is that the work is just a cost and not the social value of the individual and collective activity. We want to strengthen solidarity links, reclaiming same rights for all women and men, wherever they work, wherever they come from, for all kind of work contract.

In [www.fiom.cgil.it](http://www.fiom.cgil.it) you can see the text of the solidarity letters we received, the photos and the movies of the October 16th metalworkers' demonstration.

- Fédération des Travailleurs de la Métallurgie - CGT (France)
- Uaw (Usa)
- International brotherhood of Teamsters (Usa)
- Canadian Auto Workers - CAW
- Federación de Industria de Comisiones Obreras - CCOO (Spain)
- Zoran Mihajlovic, segretario sindacato autonomo Fiat Auto Serbia
- Pro-Ge (Produktionsgewerkschaft, Austria)
- Greek Metalworkers - POEM
- Korean Metal Workers' Union - KMWU
- Co-Industry (Denmark)



# Democracy

Democracy is not a lost of time! Without democracy there is authoritarianism and decline of social relationships, as shows Federmeccanica (metal employers' association) who wants to cancel the national collective contract, achieved after tenths of years of struggles, and denies workers to express their opinion. We reclaim workers' right to decide with a vote (ballott) about platforms and agreements and to participate on equal basis in defining their working conditions. Therefore, we reject the attack to the right to strike, a constitutional right, and we propose a parliamentary bill about unions' representation and representativeness within the work places.

# The rule of law

For us the rule of law means that it must guarantee same rights for everybody, that must free the State, the economy, the public services and the common goods from the intolerable weight of the complicity between mafia's criminal interests and the business - financial world. The rule of the law is canceled when the laws are made to give privileges to the powerful people and to oppress the weakest, the migrants as first. We want the rule of law to support democracy and rights, starting from the right to work and to a sustainable development in the South and in the whole country.

# Work

The acknowledgement of the social and the economic value of everybody's work is the fundament of people's dignity; it unifies workers, support solidarity against internal competition and reclaims social justice.

Workers must not be considered as a good, to be used just until needed and then to be thrown away. Precarious work is the brand of this century's exploitation, for people with a stable job, but at risk according with market's need, for people with a contract job, for people with no job at all. The consequence of this precariousness is more and more social insecurity and democracy's fragility.

# National collective contract

The logic of derogating from the national collective contract's rules, the last attack to the national work contract, opens the way to its cancellation.

Without collective agreement, employer-employees relationships become like trade relationships, based on selling labour as a good. It is the end of the labour law as developed during almost two centuries.

This government's aim, through its legislation acts, supported by Confindustria, is the assault to Workers' Statute. The collective bargaining includes a negotiation between two parts on equal basis and in good faith, conflict, if needed, and social mediation; the collective bargaining provides equal rights for equal work, rejects blackmails and obliges the employers to discuss about their interests, improving and not worsening working and living conditions. For this reason the protection of the collective contract is a priority, in order to protect rights, democracy, legality, work.



## IN SOLIDARITY WITH FIOM-CGIL'S NATIONAL METALWORKERS DEMONSTRATION ON 16 OCTOBER

Dear Maurizio,  
On behalf of 25 million metalworkers represented by the International Metalworkers' Federation (IMF) in more than 100 countries worldwide, I want to express unconditional solidarity with our brothers and sisters at their national metalworkers' demonstration in Rome on 16th October.

The IMF stands behind you in your struggle against current attacks by the Government, Confindustria and Fiat against national contracts, the Statute of Workers, and the constitution itself. Furthermore, we support your campaign to denounce the current migration legislation that violates fundamental rights of migrants as citizens and workers.

The IMF and its affiliates around the globe stand together with you in your fight for the rights of workers to organize, bargain collectively, have quality jobs and live in a functioning democracy.

In solidarity,

**Jyrki Raina, IMF General Secretary**



Dear Maurizio,  
You informed the EMF that on the 16th of October in Rome the colleagues of FIO M-CGIL and yourself would demonstrate to defend workers and collective bargaining rights, democracy at the workplaces, jobs and the respect of law in the case of the FIAT group. In fact, recent developments within the FIAT group show the urgent need for the sustainable safeguarding of the interest of the workers at one of the world's leading car manufacturer company.

The company is currently putting pressure on workers in all European FIAT sites.

The uncertainty of the future employment in the FIAT group, created by management decisions without thorough and sufficient consultation beforehand, is becoming unbearable for the workers and their families.

A real and respectful social dialogue with the workers representatives, the European Works Council and all of the European metalworkers unions is a precondition for a democratic, fair and successful future for the company and the workers of FIAT.

The EMF is strongly supporting all activities of its member organisation that help us to achieve a real protection of the workers and their families.

We also wish that we could see our entire member organisations fighting in the same spirit and in unity for the interest of all our colleagues in Europe.

We must send a strong signal to the management that we will not allow that one worker is played off against the other one, neither on a national, European or international level. Having this in mind, I wish you all the possible success in your struggle for the FIAT workers.

Yours in solidarity,

**Peter Scherrer, General Secretary**

