



MIGRANT WORKERS

In the next days, like all workers, you will have to choose what to do with your severance pay (*liquidazione* or *TFR*) and about the supplementary allowance* (*previdenza integrativa*).

Therefore we want to supply you with some information which is of use for your decision. In any case, we recommend that you contact the shopstewards or the local Fiom offices for all the further necessary explanations.

1. What is the severance pay (*liquidazione* or *TFR*)? The severance pay (*TFR*) is an amount of salary corresponding approximately to the monthly wage, which is put aside each year and which is paid to the worker when the work contract finishes (due to resignation or firing). The longer the work contact lasts, the higher becomes the amount of the severance pay.

2. What has to be decided about? Following the agreement between the Government and the Trade Unions and after the Government's decisions, all workers have to decide what to do with the severance pay they will accrue as from 2007: whether it should remain in the firm so that it will be paid when the work contract ends, as was happening up to now, or whether it should be transferred into a supplementary allowance fund (*fondo pensionistico integrativo*). If the worker chooses to leave the Tfr in the company, in firms with up to 49 workers, the Tfr will indeed remain in the company's cash accounting. In companies with 50 or more workers, the Tfr will be transferred to INPS, but for the worker nothing changes, the company will act according to the same rules that existed before.

3. When has the decision to be taken? Within 6 months, meaning within July 1, 2007 for all those who were hired before January 1, 2007. All those who were hired after this date, in any case will have 6 months time to take their decision.

4. How is the decision taken and what happens to those who do not decide? All companies will have to supply a form, which will be the same all over Italy, because it will be defined by the Government. This form will allow to decide whether to let the Tfr in the company or transfer it to the supplementary allowance funds. Those who do not decide, as a matter of fact are taking a decision, because after 6 months their Tfr will be transferred into the branch related supplementary allowance funds.

5. What do you have to know before deciding? First of all you need to know that the choice to transfer the Tfr into the supplementary allowance fund can not be changed, which means that you can not change your mind about the choice you made. If on the contrary you decide to leave the Tfr in the company, later on, in any moment you can decide to join a supplementary allowance fund. Secondly you have to know that the transfer of the Tfr into the supplementary allowance fund has the aim of building up a revenue, which you will receive on retirement (pension). In the third place you have to know that the branch related supplementary allowance fund has fiscal advantages and in addition to that, it has a further financing paid by the company, but the funds are connected to the comprehensive trends of the financial market. Consequently, even if small, there is an amount of risk.

6. Which are the branch related funds for metalworkers? The branch related funds of the metalworkers are: Cometa, Fondapi, Artifond, Cooperlavoro. Each company is connected to one of these funds. The company itself or the Trade Unions have therefore to inform the workers, telling them to which fund they are connected and how it operates.

7. What do the metalworkers' funds warrant? The metalworkers' supplementary allowance funds do not have speculative aims and, provided what was pointed out in item n. 5 of this leaflet, they warrant that the invested money will be transformed into an integration of the pension. Moreover, at certain conditions and after a given period of time, they assure the possibility to withdraw a part of the money.

8. What happens if the work contract ends before the pension? In this case, after a given period of time, that according to the Law can last up to a maximum of 48 months, depending on the worker's situation, the money transferred into the funds will be paid to the worker. In the case the worker decided to leave the money in the company, the money will be paid upon ending the work contract.

FIOM SUGGESTS THAT IN ANY CASE YOU TAKE PRECISE INFORMATION BEFORE DECIDING, CONSIDERING ALL ASPECTS OF YOUR SITUATION AND WORK POSITION. ALL TRADE UNION OFFICES ARE AT YOUR DISPOSAL FOR EXPLANATIONS AND INFORMATION.

* Please note that the English expression "supplementary allowance" is somehow misleading. As a matter of fact, this allowance is a self-financed integration of the pension paid by the State and that consequently **it is not an additional amount of money!**