



NATIONAL CONTRACT AND FORTY YEARS OF PLANT BARGAINING ERASED.

THE WORKERS OF FIAT GROUP ARE DENIED THE TRADE-UNION LIBERTIES AND THE FREEDOM TO CHOOSE

Yesterday, in the absence of Fiom-Cgil at the negotiating table, **an agreement was signed leading workers out of the national work contract**, thereby isolating the Fiat Group workers from all other metalworkers.

This understanding extends the agreement made in Pomigliano to all of the workers of Fiat Group after one year of repeated guarantees that such an agreement would have not been extended to all of the other plants.

Starting from the 1st January 18 shifts will be made automatic and compulsory by Fiat with no negotiation, **120 hours of compulsory overtime work** leading to 200 the possible yearly hours of overtime work, **10 minutes of pause have been cut, the canteen time has been postponed to the end of each shift, the missing payment of at least 2 days of illness** in case of absences from work more than 3.5% on a plant-basis. **Sanctions for workers and trade-union representatives.**

The "flaunted" increases in wages refer to the rate/hour and are due to the re-arrangement of already existing items, **they do not** substantially **change** the **gross wage** and only have useful effects in case of an increase of shifts and of overtime work. Nothing new, then. The more you work, the more you earn: "Really,?! What a surprise!". The adjustment of overwork time on Saturdays has the same effect. **The overtime work prize of 600 Euros for 2012 is an "entanglement": totally linked to presence on the job and to the tangible working performance of not less than 870 hours in six months.** Therefore, the following are considered an absence: par, days off, thirty-minute breaks, illness, accidents, maternity leaves, blood donation, Law 104, strike and all of the non-paid permissions.

All of this happens without the workers being informed of the negotiation. **The assemblies will take place will be held** when the negotiation is over **and after signing**. Workers have not been asked any kind of mandate to get out of the national Contract and of the plant contracts.

This agreement erases **all of the plant agreements** of each and any plant. **This agreement limits the right to strike and to get ill, it limits the bargaining of the organization of work and of overtime work, it turns the trade-union and plant delegates into "controllers" of rules on behalf of the company,** forcing them away from workers.

Fiom-Cgil does not abandon the national work contract, will not leave the workers of Fiat Group alone and isolated, **we will support and give voice to all of the initiatives of workers of Fiat plants.** We will anyway ask workers **to elect our representatives and defend the free choice of the trade-union in all of the appropriate for a, also in legal terms.** We will, in the days to come, decide other initiatives to keep the trade dispute open. A trade dispute that, for us, is still open.

Fiom-Cgil - www.fiom.cgil.it

I WANT FIOM TO BE PRESENT IN FIAT

AND I DO SUPPORT THE INITIATIVES WITH AND EXTRAORDINARY SUBSCRIPTION



IO VOGLIO LA FIOM IN FIAT

**E SOSTENGO LE LOTTE
CON UNA SOTTOSCRIZIONE STRAORDINARIA**