



## NEGOTIATION PROPOSAL FOR THE RENEWAL OF THE NATIONAL AGREEMENT FOR METAL MECHANICAL AND PLANT ASSEMBLING ARTISANS

DRAWN UP BY FIM, FIOM, UILM NATIONAL STAFF

APPROVED BY FIM, FIOM, UILM NATIONAL MEETING OF ARTISAN'S DELEGATES

*Draft to be discussed by workers of metal mechanical artisan companies and plant assembling companies for consultancy*

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### INTRODUCTION

National Fim, Fiom, Uilm consider the development of a unitary negotiation proposal for the renewal of the National Collective Labour Agreement for workers of metal mechanical artisan companies as an important result which gives way to the re-launching of union action in an important and wide spread sector in national economy such as that of metal mechanical artisan companies.

As a matter of fact, the positive renewal of the National Agreement carried out last January together with all representatives of metal mechanical industrial workers and the experimental inter confederation Agreement for artisan companies carried out last February strengthen the right of metal mechanical workers of artisan companies to the renewal of their own National Agreement.

The unitary negotiation proposal suggests strengthening the role of National Agreement and collective negotiation also with reference to new and different industrial policies that address artisan companies' competitiveness towards the ground of labour and product quality, organisation and technology innovation and help the development of a company net system.

For these reasons we request an increase in wages that can protect and consolidate wage purchasing power, make union relationships stronger at every level also through Observers' qualification and finalisation, evaluate training and professionalism, labour quality and employment stability, thus linking artisan sector specificity to improvement of working conditions.

## **WAYS OF COMMON ACTION AND CONSULTATION RULES**

National Fim, Fiom, Uilm agree to experiment common action and rules for approval of negotiation proposal and agreement for the renewal of National Collective Labour Agreement (CCNL) for artisan metal mechanical workers.

1. A campaign of unitary meetings ending by 15<sup>th</sup> September will be planned in each province and/or territory and the negotiation proposal will be examined and approved by workers.

Approval of negotiation proposal will be recorded in a specially designed minute showing the company name and quantitative data related to consultation.

At national level there will be a unitary warranty commission made up by 3 members, one for each union organisation, that will certify the results of the agreed procedure.

2. The negotiation proposal will be considered as approved through a simple majority of votes out of the total number of voters.

The audience of consulting workers and involved artisan companies will be the reference group for the final consulting on the agreement.

3. Fim, Fiom, Uilm form a National Meeting of artisan delegates made of n° 65 members, i.e. Fim, Fiom, Uilm members working in artisan sector at all levels, delegates of the reference group, workers of artisan companies that are in municipal, regional and national managing boards. Even if Union Organisations are the parties in charge of signing the agreement, it is agreed that the Meeting has the power of giving its advice on negotiation proposal, evaluating the negotiation course and expressing its opinion before the end of it.

4. The agreement proposal will be submitted, upon Fim, Fiom, Uilm joint request, to metal mechanical workers of artisan companies, starting from the ones that were previously involved. The workers will be asked to vote it.

The proposal will be approved through simple majority among voters.

Consultancy can be required also by one single Union Organisation.

In such case it is necessary to reach at least 50% + 1 of the voters of the first half of the meetings to estimate the consent on the agreement.

As far as consultancy minutes are concerned, the rules are the same as those agreed for claiming proposal approval procedure.

## **AGREEMENT SYSTEM AND UNIFICATION**

Even if procedure and times of negotiation stated in Art. 4 of current CCNL remain unchanged, we propose to check the possibility of unification of the 3 present national artisan agreements that were stipulated by metal mechanical unions: mechanics and plant assembling, dental mechanics, goldsmiths and silversmiths, except for a few specific features (i.e. professional organisation).

## **CCNL APPLICATION FIELD**

We request the extension of national metal mechanical agreement to artisan companies as described in the law 443/85 that provide data processing and electronic services together with artisan companies that provide services related to metal mechanical sectors and plant assembling.

## **OBSERVERS**

We request that the National Observatory becomes operative and meets at least once a year to examine the state of sector, working conditions, state of employment, innovation processes, intervention to support workers and companies. Within this meeting we will find necessary resources to make the Observatory practically operative. We request regional observatories to become operative about professional training.

## **FRAMING**

We request the foundation of a National Joint Working Group with the task of making proposals to be submitted to CCNL stipulating parties by 31<sup>st</sup> December 2007. This is to check if there are conditions for a possible joint revision of present unique framing of artisan metal mechanical company workers.

The Working Group can make use of already existing regional experiences and results of research about training requirements and other surveys that can be useful for this purpose.

## **UNION RIGHTS**

We request to actually recognize the right to organise remunerated meetings in the company even if the company has no facilities for this purpose, at least about following items: National Agreement renewal, Regional Agreement renewal, Artifond, Law 626.

## **INDIVIDUAL RIGHTS**

We request:

- Agreement adaptation to what is foreseen about family and training leave;
- To allow foreign workers to gather holidays, remunerated leaves, working hour bank, former holidays to stay in their country of origin for a longer time;
- To use remunerated leaves that are foreseen in the Agreement for holidays related to other religions' feasts;
- Payment up to 100% of net actual wage from the first day even in case of illness that lasts less than 7 days.

## **APPRENTICESHIP**

With reference to law innovation, too, Fim, Fiom, Uilm have the aim of negotiating apprenticeship enhancement as it is a way for young workers to enter the labour market and to have a qualified and permanent job thanks to investment on training during the contract period.

To make this come true in fact, training must be granted and certificated. Starting from the provisions of the Law, the CCNL must regulate the amount of training hours, the way training is made, places where training is carried out and its reference subjects.

Moreover the Agreement must set the rules concerning tutor's characteristics, professional level and education. A special training must be foreseen for those who will have the role of tutor.

Reference professional profiles must be defined for each foreseen final level.

As apprenticeship agreements have great incentives it is also necessary that already existing apprenticeship agreements are made steady through contractual engagement so that new ones can be stipulated.

This is a way of preventing abuse even if we know that companies that have formed qualified workers have no interest in losing them.

We think that it is possible to increase the number of qualifications for which apprenticeship agreements can be used and to foresee their use for qualifications from 1° to 5° level.

We think that maximum allowed duration of this contract should be 60 months and that its duration should be directly proportioned to finally reached level.

We also believe that in case the apprentice has a degree concerning the qualification to be reached through apprentice agreement, the duration of apprenticeship should be reduced by 3 months if the degree is issued through a professional school, by 1 year in case of high school degree, by 2 years in case of university degree.

Besides, former working experience must be considered to settle apprenticeship contract duration and retribution increase.

Qualification and retribution must be defined using contract levels as reference, as foreseen by the law. Present percentage calculation should be eliminated.

A gradual progression should be foreseen, so that in the last period retribution and qualification become closer to those foreseen for the qualification in object.

Subjects that are worth considering and investigating in negotiation are those of illness payment and complementary social insurance for apprentices.

## **LABOUR MARKET**

### *Contracts with time limit*

We wish to confirm the limitation of employment contracts with time limit, as foreseen in 1997 agreement.

### *Time limit hired workers*

We wish to include this sort of contract within CCNL and to establish the same utilization limits as for the contracts with no time limit.

The total amount of people working in the Company with time limit contracts, should not exceed the total amount of people working in the same company with no time limit contracts and it must not exceed the number of 5 anyway.

### *Part-time*

We request an increase by 15% in case supplementary workers are employed.

## **TRAINING**

We request to sanction a rule that regulates the right/duty of each single worker to continuous training and to establish an amount of hours per year, which should not be less than 8 hours among usual working hours to be cumulated during CCNL enforcement and to be dedicated to professional training and to practical technical updating.

Special training courses and patterns should be defined for this purpose, also using regional EE.BB and EBNA training programmes and possible interventions commonly designed for this sector.

Training plans can be financed through allocated institutional funds, including those allocated by the European Community.

## **WORKING HOURS**

We request:

- To increase to 16 hours per year the present share of working hours reduction, that can be used individually and/or collectively through paid leaves.
- To define a priority system in the use of these paid leaves if they are requested for training purposes.
- To determine the use of the working hour-bank also through the settlement of a global working hour-account for each worker and to define application procedures.

## **ENVIRONMENT, HEALTH AND SAFETY**

We request:

- a meeting to check the state of application of the law 626/94 in this sector;
- to define possible training courses for RLS and RLST;
- to define possible training/information courses that consider different languages;
- to give already existing Observers the definite task of monitoring also through the realization of a public joint initiative that takes place every second year to bring out the results of common engagement on these subjects.

## **ARTIFOND**

We request to increase the company's contribution to 1.2% of the retribution calculated for TFR (End of Contract Provision) and to increase the TFR share to be put in the fund from present 16% to 40%.

## **TRAVELLING AND AVAILABILITY INDEMNITY**

We request:

- increase by €10 for travelling indemnity and updating of rules also with reference to expenses refund.
- Increase by €6, and by €3 respectively for availability service.

## **INCREASE IN LENGTH OF SERVICE**

We request €3 value updating for each increase in length of service, as foreseen in art. 9, § 17 second part and art. 4, § 19, third part of the CCNL in force.

## **WAGE INCREASE**

For the years 2005/2008 we request an increase in the minimal wages foreseen in the agreement according to the parameters 100/171, for recovery and defence of purchasing power as explained in the chart below:

Level	Requested increase	Parameter
2°	111,00	100
3°	121,00	109
4°	129,00	116
5°	142,00	128
5°S	153,00	138
6°	168,00	151
7°	190,00	171

Moreover we declare that we can favourably consider cost-of-living allowances conglobation to make pay rolls simpler.

We request that starting from 1<sup>st</sup> January 2008 workers that were not included in regional negotiation are given a sum equal to 220 Euros a year as productivity bonus. Such a sum is considered as non equalizing element and is given as non absorbable EDR. From the point of view of negotiation technique this proposal substitutes what the former CCNL foresaw for workers not included in regional negotiation, i.e. a monthly allowance (where indicated) equal to 25% of the average wage increase foreseen in signed regional contracts.

We request that by 31<sup>st</sup> December 2007 the parties make a joint examination on national scale of the actual enforcement of regional negotiations both from quantity and quality points of view.

We request that by 30<sup>th</sup> June 2008 the signing parties of this CCNL organize a national meeting to readjust minimal contractual wages, in case there is a gap between agreed and real inflation.

## **CONTRACT FEE**

We request to settle a contract fee for non subscribing workers.