

SUMMARY OF THE HYPOTHESIS OF THE FEDERMECCANICA-ASSISTAL AND FIM-FIOM-UILM NATIONAL COLLECTIVE AGREEMENT FOR WORKERS IN THE PRIVATE METAL INDUSTRY AND INSTALLATIONS

Rome, February 5, 2021

PROFESSIONAL CATEGORIES

The changes in the organization of work in recent years have changed the performance of workers and their professionalism and the new contract adapts the current professional classification, defined with the 1973 contract, to the organisational, technological and professional changes that have occurred in this years; from 1 June 2021 the new contract introduces a new classification of workers.

Blue-collar workers, white-collar workers and middle managers are placed in a single classification divided into nine levels of classification included in four fields of role responsibility:

D. Operational Roles: level D1 - level D2;

C. Specific Technical Roles: level C1 - level C2 - level C3;

B. Specialist and Management roles: level B1 - level B2 - level B3;

A. Roles of Change Management and Innovation: level A1.

The 1st category is eliminated, from 1 June 2021 all the workers currently in the 1st category will pass the level and will be placed in the D1 level which corresponds to the 2nd category;

by 31 May 2021 the workers will be reclassified from the categories in which they are now classified in the new levels of professionalism as in the comparison table;

workers in force will retain the seniority of service accrued as of May 31, 2021 for all contractual institutions; in particular, the periods useful for passing to the next level are confirmed: between the second and third category; between the fourth and fifth category - as well as the periods envisaged in the event of temporary change of duties.

The new grading structure are defined on the basis of further cri-

teria of professionalism: the current criteria of autonomy, hierarchical / functional responsibility, technical-specific competence are confirmed; the new criteria of professionalism of transversal skills, versatility and multifunctionality, continuous improvement are introduced.

The criteria of professionalism in which the grading structure statements are articulated do not necessarily have to be present together and concur all or in part or with different weight. For the classification in the legal categories of blue-collar and white-collar workers, the prevalence of manual or operational activity is considered regardless of the level of employment, intermediate workers continue to be applied the treatments in place. The hypothesis of agreement establishes that by managerial workers we mean workers with hierarchical functions or with organisational technical autonomy according to the relative level of employment.

The National Commission on Professional Classification is assigned the task of monitoring the application of the new professional classification system and of updating the current ones and collecting new profiles of the sectors; to guide the work of the commission, the professional profile of the maintenance technician is attached with the development of the six criteria of professionalism.

The company agreements already in place are confirmed and the Commission will also have the task of drawing up guidelines for company trials that will have to be shared with the RSU and with the local trade union organisations, monitoring and supporting the experiments that will be carried out making use of the technical-scientific support of the Competence Centers such as Polytechnics and Universities.

COMPARISON TABLE

CURRENT CATEGORIES	EFFECTIVE FROM 1 JUNE 2020	PROFESSIONAL FIELDS	LEVELS
1	1.330,54	1st category eliminated	
2	1.468,71	D OPERATIONAL ROLES	D1
3	1.628,69		D2
3S	1.663,88	C SPECIFIC TECHNICAL ROLES	C1
4	1.699,07		C2
5	1.819,64		C3
5S	1.950,39	B SPECIALIST AND MANAGEMENT ROLES	B1
6	2.092,45		B2
7	2.336,02		B3
8	2.392,00	A ROLES IN MANAGEMENT OF CHANGE AND INNOVATION	A1

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WAGE

The hypothesis of this agreement provides for an increase in full regime of the minimum tables defined on the basis of the value of inflation forecast for the years of existence - HICP indicator - and of a share of wages for organizational innovation determined by the reform of the classification equal to to:

CURRENT CATEGORIES	NEW LEVELS	MONTHLY INCREASE WHEN FULLY OPERATIONAL
1	-	-
2	D1	90,40
3	D2	100,26
3S	C1	102,42
4	C2	104,57
5	C3	112,00
5S	B1	120,06
6	B2	128,80
7	B3	143,79
8	A1	147,22

The monthly salary increase will be paid in four tranches - June 2021 - June 2022 - June 2023 - June 2024 - as follows:

INCREMENTO DEI MINIMI PER LIVELLO/ INCREMENTI COMPLESSIVI PER LIVELLO

LEVELS	1ST TRANCHE JUNE 1, 2021	2ND TRANCHE JUNE 1, 2022	3RD TRANCHE JUNE 1, 2023	4TH TRANCHE JUNE 1, 2024	TOTAL
2 level D1	20,18	20,18	21,79	28,25	90,40
3 level D2	22,38	22,38	24,17	31,33	100,26
3 S level C1	22,86	22,86	24,69	32,01	102,42
4 level C2	23,34	23,34	25,21	32,68	104,57
5 level C3	25,00	25,00	27,00	35,00	112,00
5 S level B1	26,80	26,80	28,94	37,52	120,06
6 level B2	28,75	28,75	31,05	40,25	128,80
7 level B3	32,10	32,10	34,66	44,93	143,79
8 level A1	32,86	32,86	35,49	46,01	147,22

Consequently the amounts of the new minimum are:

CURRENT CATEGORIES	NEW LEVELS	INCREASE OF THE MINIMUM				
		IN FORCE SINCE JUNE 1, 2020	JUNE 1, 2021	JUNE 1, 2022	JUNE 1, 2023	JUNE 1, 2024
1 cat.	eliminato	1.330,54	-	-	-	-
2 cat.	Lev. D1	1.468,71	1.488,89	1.509,07	1.530,86	1.559,11
3 cat.	Lev. D2	1.628,69	1.651,07	1.673,45	1.697,62	1.728,95
3 cat. S	Lev. C1	1.663,88	1.686,74	1.709,60	1.734,29	1.766,30
4 cat.	Lev. C2	1.699,07	1.722,41	1.745,75	1.770,96	1.803,64
5 cat.	Lev. C3	1.819,64	1.844,64	1.869,64	1.896,64	1.931,64
5 cat. S	Lev B1	1.950,39	1.977,19	2.003,99	2.032,93	2.070,45
6 cat.	Lev. B2	2.092,45	2.121,20	2.149,95	2.181,00	2.221,25
7 cat.	Lev. B3	2.336,02	2.368,12	2.400,22	2.434,88	2.479,81
8 cat.	Lev A1	2.392,00	2.424,86	2.457,72	2.493,21	2.539,22

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In June of each year in which the contract is in force, the real value of the minimum adjustment will be defined with the value of the HIPC and, only in the event that the amount relating to the IpcA adjustment is higher than the defined salary increases, the Table lows will be increased by adjusting them to inflation.

CURRENT CATEGORIES	NEW LEVELS	CONTRACTUAL AMOUNT			
		2021	2022	2023	2024
1	-	-	-	-	-
2	D1	161,44	585,22	1.284,22	1.685,37
3	D2	179,04	649,02	1.424,26	1.869,17
3S	C1	182,88	662,94	1.454,82	1.909,29
4	C2	186,72	676,86	1.485,38	1.949,40
5	C3	200,00	725,00	1.591,00	2.088,00
5S	B1	214,40	777,20	1.705,52	2.238,82
6	B2	230,00	833,75	1.829,65	2.401,20
7	B3	256,80	930,90	2.042,78	2.680,87
8	A1	262,88	952,94	2.091,22	2.744,49

Calculation example (salary amount for a 5th level - C3)

year 2021: € 25.00 x 8 months = € 200

year 2022: € 200 (tot 2021) + (€ 25.00 x 5 months) + (€ 50.00 x 8 months) = € 725

year 2023: € 725 (tot 2022) + (€ 50.00 x 5 months) + (77.00 € x 8 months) = 1.591 €

year 2024: 1.591 € (tot 2023) + (77.00 € x 5 months) + (112.00 € x 1 month) = 2.088 €

Salary amount for passage from 1st level to d1

- 1st level salary in effect from 1 June 2020 (Ccnl 2016) = € 1,330.54;
- From 1 June 2021 (Ccnl 5 February 2021) with the passage from the 1st level to D1, the salary goes from € 1330.54 to € 1,468.71 with a difference of € 138.17 per month;
- The amount for the changeover is € 5,526.80 = € 138.17 per month x 40 months (8 monthly payments 2021 + 13 months 2022 + 13 months 2023 + 6 months 2024);
- € 5,526.80 + Amount of contractual increases 2nd level € 1,685.37 = **Total total amount € 7,212.17**

Year 2020 - due to the ultractivity of the existing national contract, signed in 2016, in June 2020:

- the contractual minimums were revalued at the inflation value, measured by the HIPC, (equal to € 12 / month at the 5th level for 13 months - from June 2020 to May 2021 - equal to € 156); the flat-rate travel allowance and the hourly allowance for availability were also adjusted;
- € 200 of Flexible benefits were paid by the companies.

Flexible benefit: the payment is confirmed and the Flexible benefit of 200 euros / year becomes structural; companies in June of each year will have to make these welfare tools available to workers, which can be used by 31 May of the following year.

COMPLEMENTARY SECURITY

From 1 June 2022, for workers under the age of 35 who enroll in the «Cometa Fund», the contribution paid by the employer will be equal to 2.2% of the contractual minimums.

INTEGRATIVE HEALTH ASSISTANCE

Retirees who have been enrolled in the Fund on a continuous basis for at least two years at the time of retirement are extended the possibility of remaining enrolled in the Supplementary Health Care provided by the national contract. Workers who have already retired and who have completed two years of continuous membership can also enroll. The amount and modalities of contribution, to be paid entirely by the pensioner, as well as the benefits will be defined by the metaSalute Fund taking into account the indications of Fim-Fiom-Uilm and Federmeccanica.

PROCUREMENT IN PUBLIC SERVICES

In the event of a contract change, the hypothesis of an agreement introduces the social clause:

- 30 days before the date of termination, the outgoing company will notify the Rsu and the local trade unions competent;
 - the communication, also sent to the successor company, must contain the list of contract workers at the date of the communication, their working hours, the relative contractual status and their duties;
 - within five days of receipt of the communication, a joint examination can be requested, involving, upon request, the respective organizations;
 - the joint examination procedure will be considered completed within 15 days from the first meeting;
 - in the comparison, the activities performed by the outgoing company will be evaluated in compliance with the tender contract executed with the subject of the new call for tenders and the incoming company will illustrate its employment needs.
- In the event of a change of contract under the same conditions - contractual terms, methods and performance - the successor company undertakes to recruit staff. In the event of a contract change with different conditions - changes to contractual terms, procedures and performance - during the joint examination the parties will take steps to harmonize the new technical and organizational requirements of the contract with the maintenance of employment levels by resorting to what has been available by legislative and / or contractual regulations.

The change of contract involves workers with permanent employment contracts employed continuously in the contract for at least 6 months before the expiry date, unless they have been hired to replace employees who have interrupted, during the six months prior to the expiry of the contract, the employment relationship.

Declaration of the parties

To combat the phenomenon of maximum-discount contracts to the detriment of businesses and workers, Assital and Fim, Fiom and Uilm have signed a joint declaration in which, as indicated by the Public Contracts Code and the current legislation, they confirm that the National Labor Collective for the metalworking and plant installation industry is the reference in the sector.

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CONTINUOUS TRAINING

The subjective right of all workers to continuous training introduced with the 2016 contract is reconfirmed; Fim-Fiom- Uilm and Federmeccanica-Assistal have undertaken to start a project activity starting from digital skills and, in the training that will have to meet the needs of companies and workers, workers with fixed-term contracts must also be involved with a duration of not less than 9 months.

Furthermore, if at the end of the second year if the 24 hours foreseen in the three-year period are not used, workers will be recognized as those not completed to participate in continuing training initiatives; the right to recover the training not carried out can also be exercised by workers who have not benefited from the training because they were continuously absent for a period of 6 months or more, starting from the date of return. The remaining hours not used can be used in the 6 months of the following three years; on a transitional basis, the training hours not used in the three-year period 2017-2019 can be used by 31 December 2021, after this period the remaining hours will expire.

AGILE WORK

By the date of drafting the contract, Federmeccanica-Assistal and Fim-Fiom-Uilm - confirming as of now the equal treatment of workers in «agile mode» compared to those who perform the service in «presence» - will define the regulatory framework of the agile work starting from the exercise of the «right to disconnect», «trade union rights», the protection of privacy, IT work tools and the right to training.

HEALTH & SAFETY

An increase in the activities developed by the national Commission is envisaged starting from the implementation of the guidelines signed in 2018 with the possibility of a possible update in light of the experiences that will develop in the territories. The analysis of occupational diseases is provided with particular regard to those that have arisen or present in the company and the possibilities of intervention.

TRADE UNION RELATIONS - INFORMATION RIGHTS

Specific insights are provided for the sectors that will be identified by the parties with the aim of creating useful proposals to guide the development and growth of the sector.

The joint territorial observers will deepen the social economic situation of the metalworking industry also in reference to the effects caused by the Covid-19 pandemic and the experience gained in works councils.

The matter concerning the right of information, consultation of the Commissions, the Committees and the Rsu is reorganized. Information is provided, usually every six months, to the Rsu and the Oo.Ss. on the size of the company, use of seasonal work, fixed-term contracts, temporary workers as well as on any production decentralization and / or outsourcing. The information will also concern employment levels divided by type of employment rela-

tionship, workers in agile work, hiring and part-time transformations.

MEASURES FOR WOMEN VICTIMS OF GENDER VIOLENCE

The hypothesis of an agreement provides, for workers who are victims of violence included in a protection program, the right to be absent from work for a maximum paid period of 6 months, available on an hourly or daily basis over three years. Interested workers also have the right:

- part-time, even temporary, and facilitations in hourly flexibility and in Smart working;
- training on returning from the period of absence and asking to be included as a priority in the planned training plans;
- to the transfer under the same economic and regulatory conditions, if there are more places of work, where organizationally possible;
- be beneficiaries, without prejudice to full respect for privacy, of agreements on holidays and par solidarity.

Companies must "Declare" unacceptable any act or behavior of harassment or violence in the workplace, as well as undertake to adopt adequate measures against those who behave in this way, as defined by the framework agreement signed by Confindustria, Cgil, Cisl and Uil on January 25, 2016; they will also have to take action to raise awareness among workers on this issue.

CONTRACT FEE

From 1 March to 31 March 2021, companies - by means of posting on the bulletin board - will communicate to non-registered workers the request for the extraordinary membership fee of 35 euros in favor of Fim, Fiom and Uilm to be retained on the pay slip relating to June 2021. With the pay slip for April 2021, companies will deliver a form that workers must return by May 15, 2021 to comply or not with Fim, Fiom and Uilm's request.

DEMOCRATIC PATH

The hypothesis of an agreement will be valid if approved by the workers concerned through certified consultation announced in the manner that will define Fim, Fiom and Uilm between the workers concerned. Subsequently, in the event of a positive outcome of the consultation, the agreement will be formally signed.

EFFECTIVE DURATION AND DURATION

The national contract runs from 5 February 2021, the date of the signing of the hypothesis of agreement, and lasts until 30 June 2024.

Fiom-Cgil national collective bargaining office

Rome, February 8, 2021