

**ASSOCIATION OF SMALL METALWORKING BUSINESSES
DRAFT AGREEMENT SIGNED FOR RENEWAL OF THE NATIONAL LABOUR AGREEMENT**

A draft agreement between Trade Unions Fim-Cisl, Fiom-Cgil, Uilm-Uil and small-business associations covering renewal of the national labour agreements for workers employed in small metalworking and plant installation businesses was signed on 27th February 2008. The part of the National Labour Agreement (CCNL), which involves 400,000 employees, regarding normative issues had expired in 2000 and the part on economic issues in December 2004. Below are the key points of the draft agreement, which will expire on 31st December 2008.

WAGES AND SALARIES

Increases on minimum contract values: €108.00 for level 5, €125.00 for level 3, recalculated for the other levels as shown in the table below. The increase will be applied in two stages - 50% as from 1st March 2008 and 50% as from 1st December 2008 - corresponding to an average increase of 9.9% in salaries in this sector.

A one-off allowance of €410.00, divided into monthly instalments, to cover the period up to renewal of the agreement. The sum will be paid in two stages, €205 with the April 2008 pay, €205 with the February 2009 pay.

Aggregate wage increases

Level	Total increase	From March 2008	From December 2008
1	141.00	70.50	70.50
2	131.00	65.50	65.50
2b	128.00	64.00	64.00
3	125.00	62.50	62.50
4	114.00	57.00	57.00
5	108.00	54.00	54.00
6	101.00	50.50	50.50

New minimum contract values

From 1st March 2008, the minimum contract values will be as follows: :

Level	Basic pay applicable from March 2008	Former cost-of-living adjustment	Wage supplement (EDR)	Minimum contract values applicable from 1 st March 2008
1	950.54	525.76	10.33	1486.63
2	850.65	522.38	10.33	1383.36
2b	774.46	519.29	10.33	1304.08
3	725.38	517.30	10.33	1253.01
4	658.15	514.43	10.33	1182.91
5	616.97	512.91	10.33	1140.21
6	566.75	511.21	10.33	1088.29

From 1st December 2008, the following minimum contract values will be applicable:

Level	Basic pay applicable from December 2008	Former cost-of-living adjustment	Wage supplement (EDR)	Minimum contract values applicable from 1 st December 2008
1	1021.04	525.76	10.33	1557.13
2	916.15	522.38	10.33	1448.86
2b	838.46	519.29	10.33	1368.08
3	787.88	517.30	10.33	1315.51
4	715.15	514.43	10.33	1239.91
5	670.97	512.91	10.33	1194.21
6	617.25	511.21	10.33	1138.79

TRAINING

Two yearly national sessions will be held to discuss continuous training strategies and approaches. The entitlement to continuous training throughout the working life is guaranteed and businesses are committed to encouraging their employees to attend training courses.

A yearly total of 25 hours is established for each employee in each business, to be utilized every 3 years.

The right to leave for continuous training is regulated, up to a maximum of 11 months.

RIGHTS

Accumulated annual holiday and leave can be taken in a single period for specific requirements.

The National Labour Agreement entitles employees to extraordinary 3-day compassionate leave, in accordance with law 53/2000.

RETIREMENT PROVISION

The right to subscribe to ARTIFOND, the retirement provision, and benefit from the company contribution is extended to all apprentices and fixed-term employees.

The draft agreement also covers:

- the parties' commitment to meet by 31st May 2008 to regulate part-time labour, fixed-term contracts, staff-leasing contracts and professional apprenticeships;
- the creation of a technical joint working team to study and suggest ways of reforms to the current single grading system;
- the commitment to evaluate times and methods for unifying in a single National Labour Agreement the three agreements currently effective in the small metalworking businesses.

The national Fim, Fiom and Uilm Trade Union secretariats consider the result achieved very positive as it revalues wages and salaries, which have been frozen for three years, and provides craft workers with new rights while defending the role of the national agreement.

The draft agreement will shortly be illustrated at meetings and submitted to the vote of all workers employed in metalworking and plant installation firms.

Fiom - Brescia

Brescia, 6th March 2008