



**SYNTHESIZED TRANSLATION OF HYPOTHESIS OF PLATFORM FOR THE ECONOMIC ROUND FOR THE RENEWAL OF THE NATIONAL METALWORKERS CONTRACT FOR THE TWO-YEAR PERIOD 2005-2006**  
(The Italian text remains the only official reference)

*FIM, FIOM, UILM call on all metalworkers for the widest possible participation in the assemblies and in the referendum to be held from February 15<sup>th</sup> to 17<sup>th</sup>. An extensive participation in the vote will give visibility to the requests of the metalworkers, to the problems of the sector and will be a sign of strength directed to employers and public opinion in general.*

**THE REQUESTS FOR THE RENEWAL OF THE NATIONAL CONTRACT**

The comprehensive amount of the requested wage increase for 2005/2006 is of € 130.00.

A part of this amount, corresponding to € 25,00, must be considered as a separate compensation for all workers. Where company level negotiations are performed, this amount will be reabsorbed within the company level bargaining rounds which will take place in the next four years.

The remaining amount (€ 105.00) is referred to the 5<sup>th</sup> professional level and is distributed along the professional levels as follows:

Professional Level	Requested Wage Increase
1 <sup>st</sup> professional level	€ 66,00
2 <sup>nd</sup> professional level	€ 77,00
3 <sup>rd</sup> professional level	€ 92,00
4 <sup>th</sup> professional level	€ 97,00
5 <sup>th</sup> professional level	€ 105,00
5 <sup>th</sup> s professional level	€ 116,00
6 <sup>th</sup> professional level	€ 125,00
7 <sup>th</sup> professional level	€ 138,00

*In addition to the requests, FIM, FIOM, UILM have agreed on democratic rules along the negotiation process and on a future common political initiative:*

**THE AGREEMENT ON THE DEMOCRATIC RULES**

FIM, FIOM, UILM at a national level agree that it is necessary to define common rules for both, the approval of the platform and of the future agreement. The following route is agreed - on a provisional and experimental basis - in view of a successive definition of stable rules.

- At a provincial level, FIM, FIOM, UILM will define the companies (and consequently the related number of involved workers) where to hold the unitary assemblies for informing the workers about the platform, the developments of the negotiations, the final hypothesis of agreement and for involving them in the vote for the referendum. This will allow to define on a national level the number of workers involved in the consultation process and, as consequence, the quorum for the validity of the referendum.
- The unitary platform will be voted in a referendum by all workers of the companies defined under point 1.
- FIM, FIOM, UILM will establish a national assembly defined by the organizations and not elected by the workers, which therefore has no binding, but only consultative powers, for discussing and evaluating the development of the negotiations. It is formed by 500 delegates and comprises the three national executives of the Trade Union Organizations.
- The assembly will be called unitarily or upon request of a single organization, for discussing and evaluating the development of the negotiations. FIM, FIOM, UILM are committed to the consultation of the national assembly before the conclusion of the negotiations.
- Successively, the national FIM, FIOM, UILM, will call for a referendum for a mandate from all workers, following a unitary request or upon request of a single organization. In case of a shared call, the referendum will decide with a simple majority, in the limits of a validity check, given by the participation of 50% + 1 of the ones entitled to vote according to point 1. In case of a call following the request of a single organization, the referendum will be binding (in the limits of the above defined validity check) only under the condition that the pronouncement in favour of one of the two options will be made by at least 50% + 1 of the participants in the initial referendum. In case of a participation in the referendum on the future agreement being higher than the participation in the vote on the platform, the simple majority will be valid.

**POLITICAL DOCUMENT**

The national FIM, FIOM, UILM consider the presentation of a unitary platform for the economical renewal of the contract, a result of high political value for launching a program of action in a particularly difficult phase for the workers and for the country's economy. FIM, FIOM, UILM are aware that the difficult negotiation on the wage increases can not be exhaustive of their engagement in 2005. A wider initiative, confronting with the key issues of the coming months is necessary with respect to the present serious industrial crisis. It is necessary to analyze the situation in the different industrial areas of the metal sector and the situation of the large groups undergoing difficulties. For this purpose, a confrontation with Federmeccanica within the frame of the Observatory provided by the national contract will be requested. Further, FIM, FIOM, UILM will promote a day of mobilization of the sector, in ways to be defined. Due to the deep technological changes occurred in the last years, it is also necessary to restart a discussion on the revision of the professional levels, allowing a better recognition of the workers' professional skills and a Trade Union intervention in the negotiation of professional developments. Moreover, the laws recently approved by the government bear relevant risks of job precariousness. It is therefore necessary to start a negotiation reducing precariousness, strengthening protection and changing precarious jobs into stable ones. In the coming days, FIM, FIOM, UILM will define a program of initiatives, suitable for confronting with these problems.