



With EU Contribution



“Defining a company welfare system through the joint action of EWCs and Trade Unions in the metal and finance sectors: The key role of workers' participation rights” - VS/2018/0037

Distant Work (WG2)

The good practices identified by the financial sector

Antonio Masciale

FIRST , National Training Officer



The WG2 composition

Financial sector

The working group 2 consists of trade unionists coming from:

- LBC-NVK (BELGIUM)
- SBS (SLOVENIA)
- FIRST CISL (ITALY)
- SBSI UGT (PORTUGAL)
- BASISEN (TURKEY)
- Comité Européen BNP-PARIBAS (FRANCE)
- UniCredit group EWC (ITALY)



2 facilitators

Antonio Masciale one from the **financial** sector (FIRST) and **Stefano Peppoloni** from **metal** sector (FIM)

The WG2 field of investigation



WG2

Taking into account the European framework (EU Directives, European Commission Work Program, European Parliament Resolutions, etc.),

the group **researched** and **analyzed** laws, European (EWC), national and company agreements and social dialogue good practices aimed at setting and developing a **welfare system at company & transnational group level** in the **financial sector**

THE EXPERIENCE of **Intesa Sanpaolo Group**



Welfare system has five strands:

- **Supplementay Pension,**
- **Integrative Health Care,**
- **Intesa Sanpaolo Workers Association - ALI,**
- **Work-Life Balance and Mobility Management,**
- **Solidarity.**

The integrated welfare system accounts for **around 5% of the Group's cost of labor**



FONDO PENSIONE
a CONTRIBUTIONE DEFINITA
del GRUPPO INTESA SANPAOLO

- **2015**, a defined contribution pension fund was established for the Intesa Sanpaolo Group in Italy with the “Intesa San Paolo **trade union Collective Agreement**”.
- This path has allowed important advantages for the business community and the gradual increase in the contribution paid by the company to new employees and workers in service at 3.5%.

- For all the people of Intesa Sanpaolo (in service and retired) and their families, the **Group Supplemental Health Fund** (Fondo Sanitario Integrativo di Gruppo) is operational (since 2011), which provides members with supplementary health assistance for the services provided by the National Health Service.
- The Fund, which has over 200,000 members (employees, pensioners and their families), recognizes benefits through the medical network or, alternatively, reimbursing the health costs incurred directly by the members.

- Structured in two distinct assets, for members in service and retired, it enhances mutuality and intergenerational solidarity, allocating to the quiescent asset a percentage of the annual contributions paid by the members in service on condition that their asset/management is closed in balance.
- Recently, the Fund collaborated with the Foreign Banks division and with the Intesa Sanpaolo Welfare Office to ensure health coverage for personnel employed by the Group's foreign companies. The project made it possible to extend the coverage for large risks to 23,000 employees of the foreign banks.



- **Intesa Sanpaolo Workers Association - ALI** is the cultural, recreational and sport association of the Intesa Group employees. Established with the **trade union agreement of 7 February 2013**, it has been active as a single group association since January 2014, harmonizing the existing associations, optimizing operational synergies and expanding its operations to the provision of services to individuals.
- It operates **through a central structure and an articulation on the territory with offices in the 7 Territorial Councils** in the main Italian cities.

- **125,000 members** (workers and family members). **It is used to realize and research initiatives** and services to support workers, retirees and their families;
- **to favor the aggregation among the colleagues:** leisure and free time, tourism for the holidays of the members;
- **supporting the dissemination of cultural initiatives**
- **promote sporting initiatives**
- **guarantee - through the Territorial Councils - the value of personal relationships with the members and their involvement**
- In 2016 an agreement was reached with two social cooperatives to implement the services of **Welcare family** and propose, in a work-life balance approach, **services at preferential prices from parenting to caring of elderly and non self-sufficient subjects** as well as the management of **fiscal aspects**.

- Initiatives to support the organization of children's summer holidays and sports activities
- Scholarships
- Possibility to buy school books at discounted prices

The Mobility management function defines strategies and guidelines on sustainable mobility at Group level.

HOME-WORK MOVING PLANS

- agreements with local public transport companies**
- development of car and bike sharing services.**

In Privedna Banka Zagreb (Croatia) and CIB Bank (Hungary) employees can benefit from special parking lots and services (changing rooms and showers) and the application of discounts on the purchase of bicycles and accessories;

SERVICES FOR CHILDHOOD

- **Company day nurseries in Milan, Turin, Florence, Naples**
- **In 2012, the experience has expanded beyond the Italian borders of the Group: the Croatian Bank Privredna Banka Zagreb has opened a company's day care in Radnicka, where the headquarters are located. Privredna Banka Zagreb is the first Bank in the country to initiate an initiative like this.**
- **In 2013, the structure was renovated to accommodate more children. The cost to care for the child can be co-financed by the Bank and, since 2013, it also has a contribution from the Municipality of Zagreb, which varies according to household income.**

SOCIAL ACCOUNT

- **Workers can allocate their Variable Premium to the Social Account, they can choose from the following options:**
- **1. Additional contribution to supplementary social security**
- **2. money in paycheck**
- **3. Reimbursement of expenses for children and / or elderly or non self-sufficient family members and for the purchase of season tickets for local, regional and interregional public transport for employees and family members**

Contribution and tax benefits of options

- 1 - Additional contribution to supplementary pensions: the amount indicated will be paid net of contributions to be paid by workers benefiting from the total tax exemption both in the payment phase and after the time of the provision.**
- 2 - Liquidation in paychecks: 10% subsidized taxation**
- 3 - Reimbursement of expenses, as specified above, incurred in 2018 and also in 2017, if not already reimbursed through the 2017 Social Account, benefiting from the total tax and social security exemption**



STRENGTHS

Pension fund: 3,5% corporate contribution

Health Fund - high number (employees, retired family members)

Health coverage for the personnel of foreign banks

WEAKNESSES

Non-creation of the EWC

Health fund - quiescent asset: a percentage of the annual contributions paid by the members in service (the company could do it)

Unilateral definition of sustainable mobility strategies

OPPORTUNITIES

ALI - realization, research services for workers, pensioners, family members

«Mobility» can be an opportunity

THREATS

Non-creation of the EWC limits the possibility of protection in case of restructuring



THE EXPERIENCE of COMPASS BANCA S.p.A.

Agreement April 20, 2018

The company and the trade union have identified a series of innovative tools aimed at recognizing the commitment of the personnel, privileging the possibility of obtaining a Corporate Welfare Premium/Bonus in line with the current Italian law.

The workers could choose:

The premium/bonus in monetary form (cash prize) indicating the entity

The premium/bonus in the form of welfare for the total amount for the remainder of the chosen money form



The Welfare premium provides for the provision of goods, services and utilities, leaving employees the right to choose among those including a pre-defined basket.

goods, services and utilities are provided for by art. 51 and 100 of the TUIR (testo unico imposte e redditi)

EDUCATION: school reimbursements, school canteens, school texts, summer and winter centers

FAMILY ASSISTANCE: assistance for elderly or non self-sufficient family members.

Services

Baby sitting

MORTGAGE: interest on mortgages for construction, renovation and first and second home purchase



INTEGRATIVE PREVIDENCE: voluntary supplementary payments to the Pension Fund
(limit 5.164 euros)

FRINGE BENEFIT: goods and services, from subscription to transport to prepaid cards
(limit € 2158)

CULTURE AND LEISURE – FREE TIME: creative and cultural activities, gym, travel, training courses, check-up.



STRENGTHS

- No more fixed tables and percentages established for the use of the bonus
- Annual increase of 5% of the bonus
- Bonus for all employees (with any type of contract: fixed time, etc.)
- Welfare Web site easy to use

WEAKNESSES

- bonus is not appropriate to the profits obtained by the company

OPPORTUNITIES

-

THREATS

- The company has grown every year, for a long time. It will be difficult to maintain these levels and increases

Collective agreement for the Banking sector of Slovenia



Collective agreement for banking sector of Slovenia (KPDb) is agreed and signed between Slovenian bank association and SBS / SBU. Its use is mandatory for all banks and savings banks in Slovenia.

It is to upgrade the applicable labor legislation. The rights are more favorable for workers than in labor legislation.

Normative part is agreed for an indefinite period.

Tariff part is agreed for a period of two years.



Work from home

The employee and the employer can agree, through the employment contract, on the employee's work from their own home.

The employee and the employer may also agree that the work at home is done for a certain number of hours or days in a week and that the employee is at his place of work for the hours or days remaining until the obligation of full weekly work.



Premiums (supplements) for the conditions of work, which arise from the distribution of working hours

An employee who works under special working conditions resulting from the distribution of working time, which are less favourable for the employee, is entitled to bonuses (supplements) for the time he works under such conditions:

- for night work
- for working overtime
- for working on Sundays
- for working on holidays and statutory rest days
- for working on Saturdays etc.

The employees who as of 1 July 2004 were entitled to the extra payment (supplement) for the years of service no less than the amount of 0.5 per cent of their basic salary for each completed year of service shall preserve such a supplement.



Solidarity aid

The employee, that is, his/her immediate family members (spouse, that is, common-law partner, children, adopted children, parents, adopters, foster parents, foster children) shall be entitled to solidarity aid in the following cases:

- death of the employee,
- death in the employee's family,
- a natural disaster or fire affecting the employee and his/her family,
- the occurrence of disability or bodily incapacity of the employee.

The employer shall be decided on the basis of a proposal made by the trade union or by the employee on the solidarity aid in the case that the employee has been absent from work for a longer period of time due to illness, in the case extreme of social difficulties of the employee and his/her family or in the case of incapacity.



Reimbursement of expenses for meals during work

Reimbursement of expenses transportation

The worker is entitled to reimbursement of transport costs (home-work trip) when he has to carry out the activity in a place other than that where he habitually carries it out



Other paid leaves from work due to personal circumstances

The employee shall be entitled to a paid leave of absence in a calendar year on the occasion of:

- | | |
|---|--------------|
| •his/her marriage | 2 days |
| •marriage of his/her child | 1 day |
| •birth of a child | 1 day |
| •death of the spouse or a child (funeral leave) | 3 days |
| •death of father, mother , stepfather, stepmother (funeral leave) | 2 days |
| •death of brothers, sisters, grand parents, mother-in-law and father-in-law | 1 day |
| •a change of the employee's domicile or residence | 2 days |
| •natural disasters | 3 days |
| •a serious accident or a serious disease of an immediate family member | up to 3 days |



Jubilee (long-service) benefits

The employee shall be entitled to jubilee (long-service) benefits for continuous years of service with the last employer according to the following scale:

- for 10 (ten) years of continuous years of service with the last employer 460 euros,
- for 20 (twenty) years continuous years of service with the last the employer 689 euros,
- for 30 (thirty) years continuous years of service with the last the employer 919 euros.
- for 40 (forty) years continuous years of service with the last the employer 919 euros.

there is solidarity aid in the case of an employee's death in the amount of 3,443.00 euros.

Collective Agreement for the Banking Sector in Slovenia



STRANGTHS

This Collective Agreement (CA) provides mandatory minimum standards for workers to whom this CA shall apply

Normative part of CA is concluded for indefinite period of time

WEAKNESSES

Normative part of CA can be whenever cancelled on demand of employers in banking sector

OPPORTUNITIES

SBU has a chance to propose higher level of worker's rights agreed in tariff part of CA next year

THREATS

Reduced power of SBU due to new legislation on representativeness of trade unions and due to lower number of trade union members

BNP Paribas Group

HEALTH AND QUALITY OF LIFE AT WORK



The parties have chosen to make the following undertakings in the fields of health and quality of life at work

Maternity leave a minimum of 14 weeks of paid maternity leave, including both the antenatal and postnatal periods, is applied across the entire BNP Paribas Group.

Paternity leave. The parties to this agreement encourage and strongly recommend that paid paternity leave of a minimum of six days is put in place for all BNP Paribas Group business lines/countries. The leave must be taken within a maximum of six months following the baby's birth or adoption.



Life insurance

All BNP Paribas Group employees are given life insurance coverage, regardless of the cause of their death, excluding exceptions set out in the insurance policy.

Each country/business line determines, in line with its regulatory environment, the level of coverage, the specific conditions in which the coverage applies, and financing arrangements.

Incapacity/disability insurance

All BNP Paribas Group employees are given incapacity/disability coverage

Health insurance

All BNP Paribas Group business lines/countries must implement a healthcare expenses scheme for their entity for all employees, covering all healthcare costs (medication, medical consultations, hospital treatment, etc.).

Each business line/country determines, in line with its regulatory environment, the level of coverage where applicable, the specific conditions in which the coverage applies, and financing arrangements.

Unpaid time off As part of efforts to promote work-life balance, each Group employee can choose to take unpaid time off up to a maximum of five unpaid days per year for personal reasons, subject to their manager's approval. These days can be broken up into half days.





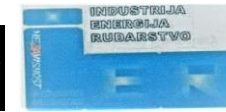
Measures to promote diversity and reject all forms of discrimination

BNP Paribas' Diversity policy is based on the key principle of valuing each individual and respecting differences through both global and local measures to promote diversity and inclusion.

To this end, the Diversity and Inclusion policy includes three focuses implemented in all the Group's entities: **gender equality** in the workplace; **internationalisation** and **multiculturalism**; **inclusion of people with disabilities**. Gender equality in the workplace is covered by specific provisions included in this agreement.



With EU Contribution



ISEO Group' EWC



UniCredit Group



Thanks, Merci, Grazie.