



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

THE WG1 DISTANT WORK THE EUROPEAN METAL SECTOR GOOD PRACTICES

The WG1 composition

WG1

Metal sector

The working group 1 consists of trade unionists coming from:

- Fédération de la Métallurgie CFE-CGC (FRANCE)
- IER-NEZAVISNOST (SERBIA)
- FIM CISL (ITALY)
- NSZZ Solidarność (POLAND)
- ISEO Group' EWC (ITALY)



**FEDER
MANAGEMENT**

2 facilitators

one from the **metal** sector (**Gabriele Fiore - FIM**) and one from the **financial** sector (**Paola Vinciguerra - FIRST**)

The Training Manager supervision will ensure the compliance with the working standards

The WG1 field of investigation



WG1

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 **metal sector**



THE EXPERIENCE OF POLAND

EWG AGREEMENT

DOCUMENT'S TITLE: Framework agreement for the new Whirlpool Europe employees committee

COUNTRY: Poland **_SECTOR:** Metal

DOCUMENT'S DATE: 01.07.2016

CONTENT (KEY ELEMENTS)

- Considerations, objective, definitions, geographical area
- Functions, **workers representation**, allocation of seats
- trainings
- meetings, bodies, experts
- expenses, duration of the agreement



THE EXPERIENCE OF POLAND - SWOT ANALYSIS

Strengths

- Consultation of matters concerning the group on European level
- Possibility of introducing new work methods
- direct interference in the subject of production relocation

Weaknesses

- not all members know English
- No possibility to enforce good innovative improvements
- Lack of funds for training investments

Opportunities

- early intervention in significant operational and organizational changes
- discussion and anticipation of the health and safety at work
- investment plans, where in which country

Threats

- no special threats

WHIRLPOOL EWC AGREEMENT

DOCUMENT'S TITLE:
Framework agreement
for the new Whirlpool
Europe employees
committee

COUNTRY: Poland

SECTOR: Metal

DOCUMENT'S DATE:
01.07.2016



THE EXPERIENCE OF POLAND

SOCIAL DIALOGUE GOOD PRACTICE

Good employer practices Lacroix Electronics in Kwidzyn

COUNTRY: Poland COMPANY: Lacroix

SECTOR: Metal

CONTENT (KEY ELEMENTS)

- Employment of a concierge
- Free legal advice for employees
- Funding for studies, lunches, sport events etc.
- Support to the Company's Social Benefits Fund



THE EXPERIENCE OF POLAND - SWOT ANALYSIS

Strengths

- Incentive for new employees
- Satisfaction for new employees
- Good company image
- Saving time of employees
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Weaknesses

- Not everyone enjoys
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Opportunities

- Improvement of well-being
- Health improvement
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Threats

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- Workers demanding attitude – the more they have, the more they want

**LACROIX ELECTRONICS
SOCIAL DIALOGUE
GOOD PRACTICE**

Good employer practices

Lacroix Electronics in

Kwidzyn

COUNTRY: Poland

COMPANY: Lacroix

SECTOR: Metal



THE EXPERIENCE OF POLAND

COMPANY COLLECTIVE AGREEMENT

DOCUMENT'S TITLE: Charter on Labour relations within the Volkswagen Group

COUNTRY: Poland **COMPANY:** Volkswagen Group **SECTOR:** Metal

DOCUMENT'S DATE: 30.11.2011

CONTENT (KEY ELEMENTS)

- Preamble
- **Principles, participation**
- General rules
- Other provisions

THE EXPERIENCE OF POLAND - SWOT ANALYSIS

Strengths

- Participation of employee representation in the functioning of company
- The presence of employee representation in strategic company topics
- Impact of employee representation on company development and stability

Weaknesses

- Adapting the document to the current, changing socio-economic situation

Opportunities

- A stronger voice of employees
- Strengthening of employee representation
- Professionalisation of employee representation

Threats

- bearing greater responsibility by employees' representations

VOLKSWAGEN COMPANY COLLECTIVE AGREEMENT

DOCUMENT'S TITLE:
Charter on Labour
relations within the
Volkswagen Group

COUNTRY: Poland
COMPANY: Volkswagen
Group **SECTOR:** Metal
DOCUMENT'S DATE:
30.11.2011





THE EXPERIENCE OF SERBIA

COMPANY COLLECTIVE AGREEMENT

DOCUMENT'S TITLE: Collective Agreement

COUNTRY: Serbia **COMPANY:** Norma **SECTOR:** Metal – auto industry

DOCUMENT'S DATE: 2017

CONTENT (KEY ELEMENTS)

- Salaries increased (annual salaries bargaining)
- Holiday benefits and meal allowances increased
- Bonuses from profit established
- **Every two year free medical examination**
- Very good and regular social dialogue
- **2 workers representatives are participating annual WC meeting of Norma as observers (rear example in Serbia)**



THE EXPERIENCE OF SERBIA

COMPANY COLLECTIVE AGREEMENT

DOCUMENT'S TITLE: Collective Agreement

COUNTRY: Serbia **COMPANY:** Krusik **SECTOR:** Metal – defense industry

DOCUMENT'S DATE: 2017

CONTENT (KEY ELEMENTS)

- Salaries increased
- **Holiday benefits and meal allowances increased**
- Very good and regular social dialogue



THE EXPERIENCE OF FRANCE

PLATEFORME CFE-CGC

Négociation relative à la Qualité de Vie au Travail au sein d'Ariane Group (QVT)

PLATEFORME CFE-CGC – 11 DECEMBRE 2017

CONTENT (KEY ELEMENTS)

- **DROIT A LA DECONNEXION & BIENVEILLANCE**
- **BIENVIVRE AU TRAVAIL**
- **EQUILIBRE VIE PRO/VIE PERSO**
- **DONNER DU SENS / BIENVEILLANCE**
- **MANAGER**
- **ERGONOMIE / RPS**
- **PREVENTION DU STRESS , HARCELEMENT , DISCRIMINATIONS**
- **COMMISS ION QV T – ROLE ET MISSIONS**

THE EXPERIENCE OF FRANCE



COMPANY AGREEMENT

ACCORD D'ENTERPRICE
IBM France SUR LA
QUALITE' DE VIE AU
TRAVAIL

– 19 DECEMBRE 2017

THE EXPERIENCE OF FRANCE



LAW

LOIS REBSAMMEN et PACTE

THE EXPERIENCE OF FRANCE



**COMPANY
AGREEMENT**

**ACCORD SUR LA
QUALITE' DE VIE AU
TRAVAIL**

GROUPE LAGRAND

– 28 SEPTEMBRE 2017

THE EXPERIENCE OF FRANCE



NATIONAL INTERPROFESSIONAL AGREEMENT

Accord QVT
19 juin 2013

THE EXPERIENCE OF ITALY

WELFARE

☐ Renewal of the Metalworking Industry Contract: Section Four - Title IV - Article 17 - Welfare

From June 1, 2017, companies must provide workers with **welfare tools** worth 100 euros, raised to 150 and 200 euros respectively from June 1, 2018 and June 1, 2019 to be used by May 31 of the following year.

☐ Renewal of the Small Metalworking Industry Contract: Chapter VI - Art. 52 - Welfare

From March 1, 2018, companies must provide all employees with **welfare tools**, listed as an example at the bottom of this article, worth 150 euros to be used by December 31, 2018. This amount will be subsequently activated from 1 January 2019 and from 1 January 2020 to be used by 31 December of each reference year.

THE EXPERIENCE OF ITALY

Flexible Benefits

- They are a form of **remuneration provided to the employee in goods and services** in kind. They do not form part of the employee's income. They are innovative because **the employee can independently choose the type of service to use** from those listed in the TUIR, articles 51 and 100.
- Possibility of PDR conversion.

Advantages for the Employee

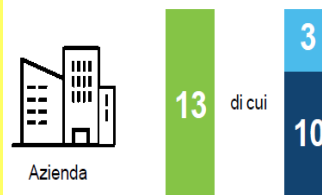
- Greater purchasing power
- Wide choice of goods and services
- Reduction of income tax impacts

Advantages for the Company

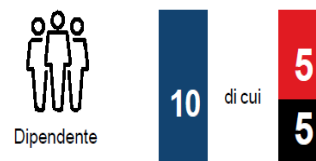
- Contributing savings
- Improved business climate
- Motivation and Productivity
- Union bargaining leverage

Busta Paga

Sui 10 € l'azienda paga 3 € di contributi previdenziali (totale costo azienda: 13 €)



Sui 10 € il dipendente incassa circa 5 € netti in busta paga

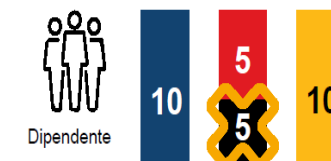


Flexible Benefit

Se il dipendente riceve il benefit attraverso un Piano Flexible Benefits l'azienda non paga i contributi previdenziali



I 10 € che il dipendente dedica al Piano Flexible Benefits non sono imponibili. Lordo=Netto



- Costo aziendale Retr. Variabile
- Retribuzione variabile lorda
- Contributi previdenziali
- Retribuzione variabile netta
- Imposizione fiscale
- Recupero di efficienza
- Valore Flexible Benefits

THE EXPERIENCE OF ITALY

Complementary Pension Plan

❑ Renewal of the Metalworking Industry Contract: Section Four - Title IV - Article 15 - Supplementary Social Security 'COMETA'

Workers to whom this Contract applies may voluntarily register with the National Pension Fund of category - COMETA - established for the purpose of providing supplementary pension benefits. As from 1 June 2017, companies contribute 2% of the contractual minimums to the registered workers.

❑ Renewal of the Small Metalworking Industry Contract: Chapter VI - Art. 50 - Supplementary Social Security "FONDAPI".

For the benefit of registered workers, including apprentices, companies shall contribute at the rate known as the "FONDAPI remuneration", which shall be 1% from 1 July 1998 to 31 December 1999; 1.2% from 1 January 2000; for most workers 1.6% from 1 January 2013; 1.8% from 1 June 2018 and 2.0% from 1 January 2020.

THE EXPERIENCE OF ITALY

Supplementary Health Care

❑ Renewal of the Metalworking Industry Contract: Section Four - Title IV - Art. 16 - Supplementary Health Care "MetaSalute"

As from 1 October 2017, and without prejudice to the provisions of paragraphs 7 and 8, all workers in service on the same date shall be registered with the supplementary health care fund MetaSalute .

As of October 1, 2017, a contribution of 156 euros per year is envisaged for the above workers, to be paid in full by the company, including coverage for family members who are subject to tax.

❑ Renewal of the Small Metalworking Industry Contract: Chapter VI - Art. 51 - Supplementary Health Care "EBM"

Unionmeccanica and Fim, Fiom, Uilm agree to establish, as from 1 January 2018, supplementary healthcare, health, prevention and welfare services for workers in force on the same date as this National Collective Labor Contract applies.

As from 1 January 2018, a contribution of 60 euros per year is envisaged for the above workers, to be paid in full by the company, including coverage for family members who are subject to tax.

THE EXPERIENCE OF ITALY

Examples of COMPANY AGREEMENTS

☐ **ST MICROELECTRONICS - 10.000 EMPLOYEES**

- Improvement of health fund plan coverage meta-salute
- Up to 150€/year of welfare credits related to working hours
- Possibility of converting the € 3,000 performance bonus into the welfare platform
- Reimbursement of colonies for children of employees

☐ **PROJECT AUTOMATION - 200 EMPLOYEES**

- Increase to 250€/year accredited on the corporate welfare platform
- Improvement of health fund plan coverage meta-health
- Premium of 2,000 €/year linked to objectives paid to the social security fund and welfare platform

THE EXPERIENCE OF ITALY

Examples of COMPANY AGREEMENTS

❑ PHILIPS e PHILIPS LIGHTING - 800 EMPLOYEES

- Reimbursement of expenses for studies 480 €/year
- 300 €/year for each employee accredited on the welfare portal

❑ WERKCAM - 65 EMPLOYEES

- Possibility of converting the result bonus of € 2,000 into the welfare platform

❑ HYDRO EXTRUSION ITALY SRL - 180 EMPLOYEES

- Possibility of converting the result bonus of € 1,200 into the welfare platform
- Improvement of health fund plan coverage meta-health

THE EXPERIENCE OF ITALY

COMPANY COLLECTIVE AGREEMENT

TITOLO DEL DOCUMENTO: Accordo Sindacale di Engineering

NAZIONE: Italia **AZIENDA:** Engineering Ingegneria Elettronica
Information Technology

SETTORE: Metal -

DATA DEL DOCUMENTO: 17/07/2014

CONTENT (KEY ELEMENTS)

- Meal Vouchers - Working Hours
- Permissions - Holidays - Leave
- Result Awards - Individual awards
- Short illness - Maternity Integration
- Advances for severance indemnities
- Transfers - Insurance
- Contribution for school textbooks - Shuttle
- Network usage

It is a second-level agreement and **integrates the last national collective agreement for metalworkers** with some **improvements**.

Better treatment for employees is established.

THE EXPERIENCE OF ITALY - SWOT ANALYSIS

Strengths

Punti di forza

- Trattamenti di miglior favore per Buoni Pasto, Orario di Lavoro, Permessi, Ferie, Congedi, Premi di Risultato, Malattia breve, Integrazione Maternità, Anticipo TFR, Trasferte, Assicurazioni

Weaknesses

Punti di debolezza

- Alcuni trattamenti divenuti diritti acquisiti sono stati persi e/o hanno perso di valore nel tempo
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Opportunities

Opportunità

- Attraverso una corretta gestione delle relazioni industriali è possibile recuperare alcuni diritti e aggiornare gli importi dei trattamenti che hanno perso valore nel tempo
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Threats

Minacce

- Una generale chiusura giustificata con la competizione internazionale contiene i trattamenti Welfare mentre l'ultimo CCNL non ha visto rialzi dei stipendi.
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- -

COMPANY COLLECTIVE AGREEMENT

NAZIONE: Italia

AZIENDA: Engineering

SETTORE: Metal -

Information Technology

DATA DEL DOCUMENTO:

17/07/2014

THE EXPERIENCE OF ITALY

COMPANY INTERNAL REGULATION

TITOLO DEL DOCUMENTO: UNILATERAL COMPANY DOCUMENT

NAZIONE: Italia AZIENDA: Engineering Ingegneria Elettronica
Information Technology

SETTORE: Metal -

DATA DEL DOCUMENTO: 11/06/2018

CONTENT (KEY ELEMENTS)

- Piano Welfare
- Credito Welfare
- Servizi Welfare

It is an **internal regulation** that helps workers to orientate between the various systems of provision of Welfare services. **It is based on a previous agreement and the on the last National Collective Agreement for metalworkers** and intends to establish the rules to be able to take advantage of a series of credits and services arising from the above agreements

THE EXPERIENCE OF ITALY - SWOT ANALYSIS

Strengths

Punti di forza

- Informazioni sulle modalità operative per usufruire dei servizi Welfare
- Partecipazione dell'Azienda
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Weaknesses

Punti di debolezza

- Questo documento unilaterale da parte dell'Azienda non ha permesso di inserire alcune accortezze.
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Opportunities

Opportunità

- Punto di partenza che lascia spazio a possibili evoluzioni
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Threats

Minacce

- La rigidità di alcuni strumenti rischiano di far perdere alcuni crediti Welfare
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**REGOLAMENTO
WELFARE ENGINEERING**

COUNTRY: ITALY

COMPANY: ENGINEERING

Group SECTOR: Metal

DOCUMENT'S DATE:

8/11/2018

THE EXPERIENCE OF ITALY

ISEO SERRATURE COMPANY AGREEMENT

TITOLO DEL DOCUMENTO: ACCORDO INTEGRATIVO – ISEO SERRATURE SPA

NAZIONE: ITALIA AZIENDA: ISEO SERRATURE SETTORE: METALMECCANICO

DATA DEL DOCUMENTO: 20.07.2016

CONTENT (KEY ELEMENTS)

- COMPANY WELFARE through an online welfare desk
<https://www.iseo.oneflex.aon.it/>
- **Online Solutions - OneFlex** , a platform for managing flexible benefits, to manage employee choices in the **5 macro areas** required by law: from **health care**, to reimbursement of **school fees**, **supplementary pensions**, **recreation and sport**, and **vouchers**.

THE EXPERIENCE OF ITALY - SWOT ANALYSIS

Strengths

Punti di forza

- Individuazione nell'accordo di strumenti non monetari di sostegno al reddito (welfare)
- Piattaforma welfare on line
<https://www.iseo.oneflex.aon.it/>
- flexible benefits scelte dei dipendenti in 5 macro aree: dall'assistenza sanitaria, al rimborso delle spese scolastiche, la previdenza complementare, la ricreazione e lo sport, e i voucher.
- Servizi divisi x fasce di età:
 < 35 anni, Tra 35 e 50 anni
 > 50 anni

Opportunities

Opportunità

- Tantissime ad esempio rivalutazione sulle tabelle del premio di risultato
- Strumento flessibile molto apprezzato dai dipendenti più giovani

Weaknesses

Punti di debolezza

- Poco capito dai lavoratori
- Lenta tempistica per la fruizione dei servizi
- Difficoltà di fruizione per i dipendenti più anziani che preferiscono il premio di risultato in denaro

Threats

Minacce

- Piattaforma welfare on line gestita da un provider esterno

**SEO SERRATURE
COMPANY AGREEMENT**

**ACCORDO INTEGRATIVO
ISEO SERRATURE SPA**

**DATA DEL DOCUMENTO:
20.07.2016**