



## **INVOLVE**

Trade unionists workshop in Rome, FAI CISL, Via Tevere 20, 11.6.2016  
Brief notes on subjects discussed

Twenty persons participated in the workshop.

In the beginning Italian trade unionists welcomed Greek participants. There followed a brief presentation of the participants, of the companies in which they work and of the problems that exist.

Mr. Bonaldo welcomed the participants and referred to the way Directive 2002/12 is applied in Italy. Then the Secretary of the FAI CISL Mr Sadi Muhamad took the floor, who in response to the question of the Secretary General of OBES Mr. Tsimeka on the working conditions in Italy, he referred to the multiskilling prevailing in the labor market and business needs to find the right person for the right place.

Then followed a presentation of research results in Italy and Greece. Below are summarized some of the issues raised in the discussion between trade unionists that followed the presentations.

Italians and Greeks unionists agreed that the research, which was undertaken in the framework of the INVOLVE project is very good and shows that in large enterprises exist better industrial relations than in smaller ones. The task of the trade union movement is to deal with small business employees as well. The cooperation of employees at European level, at EWC level, in the cases where trade unions are strong, produces better results for workers. Also, the union should use modern systems to pass information and communicate with employees/workers.

The problems faced by workers in all countries are common, so they need to know the legislation at both national and European level. Trade unionists working nationally should work with trade unionists from other countries too.

Then Panos Katsabanis presented INVOLVE programme and consecutively Directive 2002/14.

Coffee break

Mr Margaritis, President of OBES referred to the deterioration of labour relations. In Greece there are 1,500,000 unemployed. On one hand national Law is weak and unable to protect effectively workers and on the other Directive 2002/14 has not been correctly transposed into Greek law.

Mrs Sabrina Rovidotti referred to the research in Italy, in which participated trade unionists from 11 companies. As a conclusion in large companies there is up to a certain degree the practice of information and consultation.

Mr Ermanno Bonaldo talked about the structure of the trade union movement in Italy, as far as collective agreements are concerned and referred to two examples: Coca Cola proceeded to dismissals without prior consultation and Barilla, which has good labor relations in Italy and bad working relationships in other countries where it operates.

Following that trade unionists- participants presented their experience from the company they work for.

Mrs. Claudia Saccilotto, spoke about the case of the acquisition of the business Purina Petcare Nestle Udine from the English group BOB MARTIN and consultation processes that were necessary in this case.

Mr. Pascuale Fiore mentioned the case of the closure of the Coca Cola group factory in Bari, in which he worked. In this case closure took place with no prior notice. Consultation took place afterwards with the aim was to find jobs for 120 workers made redundant. Trade union at local and national level, Condidustria, the prefect and the mayor of Bari were all involved in the consultation processes and results are encouraging.

Mr. Francesco Fortunatto referred to two small firms in Calabria, which had to reduce staff due to reduction of their turnover and therefore consultation, in which he participated had to take place.

Mr. Raffaele De Simone, presented the case of the Cargill group, specifically about the animal food production plant that operated in Termoli, which merged with the company Raggio di Sole. Following the merger came reorganisation, which was translated into a reduction of staff (19 persons), the placement of which in new jobs outside the company, has been the subject of consultation.

Mr. Stefano Pasamonti presented the long history of restructuring of Fiorucci company, changes in equity (change of owner and multinational groups), voluntary retirements, externalisation of some functions to subcontractors (eg quality control), redundancies, etc.

Mr.. Attilio Faiolla talked about the cases of Failys companies (Kraft), Findus (Igloo Group) and Heinz- Plasmon.

Mr. Marco Vaccaro presented the case of consultation in Frossinone company in Lazio and Mr. Pino Licastro the one a fish producing company in Calabria.