

EUROPEAN PROJECT

VS/2019/0016

Carried out with the financial support of the European Commission
DG Employment, Social Affairs and Inclusion

CGIL
FISAC

UAI
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union



**EMPLOYEE INVOLVEMENT IN
THE CHANGING WORK**

WITHIN THE 4.0 FINANCE INDUSTRY TRANSNATIONAL GROUPS:

**TRAINING AND POLICIES
FROM EUROPEAN DIRECTIVES TO CURRENT PRACTICES**

FIRST PLENARY SEMINAR

Belgrade, June 19 - 20 - 21 2019

Wednesday 19th June - 2,30pm/6.45pm

14,30 Registration of Participants, logistic-organizational-administrative information (Cristiano **Hoffmann**- Direttore Organizzazione / Rita **Diotallevi** - Amministratrice Fisac-Cgil Nazionale)

14,45 Welcome Intervention by SFOS, the national finance union in Serbia (Slobodan **Mihailovic** - Secretary for International Relations in SFOS)

15,00 Industrial relations, digital innovation and rights within the changing work + State of play of the Project, its route, next steps and objectives.
(Including check of all participants' availability for the next Plenaries dates) (Mario **Ongaro** - Europe Sector Manager in ISRF-LAB)

Picture and framework of our 4.0 industry in Europe on the basis of the collected data and of the questionnaires analysis (Nicola **Cicala** - ISRF-LAB Manager)

16,00 Summary of the analysis about the EU Directives, according to the Project Steering Group meeting on last 2nd April (Prof. Filip **Dorssemont**- European Labour Right- Louvain University)

16,45 Reports by the trade-unions representatives from the new EU member states and accession countries on:
relazioni Industrial relations and trade-union rights in their concerned countries, specifically focussing the main issues of the Project
(Hasan **Shkalla** from Albania, Svetomir **Dichev** and Nikolay **Daskalov** from Bulgaria, Sandor **Toth** from Hungary, William **Portelli** from Malta, Adrian **Soare** from Romania, Slobodan **Mihailovic** from Serbia, Svetozar **Michalek** from Slovakia, Tomaz **Boltin** from Slovenia)

18,00 The EWCs in the framework of the national rules, laws and practices in France, Spain, Italy and Belgium and of the relations with the national unions in the holding company home country: synthetic information by the concerned national unions reps

Thursday 20th June 9.30am/1.00 pm - 2.00pm/5.45pm

9,30 Fitness check of the employee involvement EU Directives Analysis of the existing T.C.A. (Transnational Company Agreements) and of any relevant Collective Agreement (such as Italian National Collective Agreement, EWC Agreements, EWC Joint Declarations and at the EU Sectoral Social Dialogue level, etc.) from the point of view of their effectiveness and/or of their potential in terms of the EU legislation on the employee involvement.
(Prof. Filip **Dorssemont**)

10,50 Fitness check of relevant cases of take-over/transfer of undertakings. Analysis of the case of Banco Popular taken

over by Santander to check up to what extent in particular the 2001/23 Directive has been effectively implemented.
(Susana Aranda **Vazquez** and Filip **Dorssemont**)

11,30 Interactive Session. Participants' feedback, interventions and debate about the results of 19th June session & exercise on a possible T.C.A. Model Agreement

We mean to finalise this interactive session to some proposals of possible models of T.C.A. (also in the framework of the Uni Europa Guidelines and policies) and discuss such models with the participants, according to a genuine training approach. In this respect we are not planning structured reports/presentations, but a free and deepened exchange of ideas and proposals involving the participants and the Project staff, in the light of Prof. Dorssemont's and Nicola Cicala's analysis, and where Uni Finance, with Angelo Di Cristo and Maureen Hick, is reporting its own experience and its own point of view.

15,00 Case study: Intesa SanPaolo: industrial plan, effects on jobs and employment by technological innovation and redeployment policies
The "Protocol for Sustainable Development" in Intesa SanPaolo in 2017, in the light of this European Project issues (Sindacati Italian Unions in Intesa SanPaolo)

16,45 Intesa SanPaolo unions in Italy, Serbia, Slovakia, Hungary, Slovenia, Albania: exchange of information and experiences

Friday 21st June (9.30am -1.10pm)

9,30 The changing work in the 4.0 development: Italian trade-union experiences in our industry
Gabriele Poeta **Paccati**- Fisac-Cgil General Secretary in Milan
Daniele **Quiriconi**- Fisac-Cgil General Secretary in Tuscany

10,10 Round Table Coordinated by Mario Ongaro

This European Project from the employers' point of view and in the framework of Uni Europa Finance policies. Possible contributions from this Project to the EU Banking Social Dialogue

- Jens **Thau** -European Banking Federation - Head of the Banking Committee for EU Social Affairs
- Angelo **Di Cristo** - Head of Uni Finance
- Maureen **Hick** - Uni Europa Finance Policy Officer
- William **Portelli** - EU Banking Social Dialogue Coordinator
- Adrian **Soare** - EU Banking Social Dialogue Uni Finance Working Group
- Claudio **Cornelli** - Fisac-Cgil National Secretary

11,25 Round Table 2Nd Part

12,25 The route of the Project in the outlook of its following dates and steps in 2019 and 2020: dates, commitments, timing of the work to be done, questioni organizational, logistic and administrative issues.
(**Megale, Ongaro, Cicala, Diotallevi**)

12,40 Conclusive intervention
(Claudio **Cornelli**, Fisac-Cgil National Secretary)