

## **This is a DeepL machine translated text**

JOINT DECLARATION UNIC Italian tanneries - FEMCA FILCTEM FEMCA AND UILTEC within the activities of the National Observatory (art. 7 CCNL) EMERGENCY HEALTH MANAGEMENT COVID-19

The National Tanning Observatory, aware of the efforts that companies and workers are facing at this time of emergency, is committed to ensuring that all actions are implemented to protect the health of employees and, at the same time, safeguard production activities and employment in companies in the sector, in an already very delicate economic moment.

Aware that the continuous dialogue between companies and trade union representatives is the effective instrument to guarantee the safety and health of workers and the continuity of production activities, we reiterate the importance of the punctual and rigorous application by all of the measures introduced by the Prime Ministerial Decree of 11 March 2020 and reiterated in the Protocol on Safety between the Government and the social partners of 14 March 2020, aimed at combating the epidemic. In this regard, we consider it necessary at this stage:

- to encourage correct, complete and timely information and the involvement of all the parties concerned;
- to provide for entry and exit times for diversified work in order to avoid groupings in the stamping areas;
- to limit as much as possible movement within company sites by limiting access to common areas (including canteens and refreshment areas);
- to limit access by external personnel to those strictly necessary for production continuity; - make available in the company, with particular attention to the access areas, adequate systems for washing and disinfecting hands;
- schedule periodic cleaning and sanitizing operations in the workplace (at least daily);
- require, in all personal relationships (including with external personnel) to maintain a safety distance of one meter as the main measure of containment of the virus; the use of personal protective equipment, must be consistent with the indications of the competent Health Organizations;
- as far as operationally possible, use agile work as a rule, in cases where this method is not practicable, limit the presence in the company of workers necessary for the continuity of operational and administrative operations, resorting, if necessary, to alternating services or the agreed modification of shifts in a way functional to contain the potential contagion;
- activate all the tools available, starting from the use of holidays and rol accrued in previous years and not used, the individual hour bank and any other legal or contractual institution, once these tools are exhausted, the Parties may agree on the activation of the social shock absorbers, unless otherwise provided for by law;
- set up the Joint Committee for the application and verification of the rules of the Protocol with the participation of the company trade union representatives and the RLS.

If, for objective reasons, it is not possible to apply, even momentarily, the safety protocols in strict application of the indications of the Ministry of Health or if the evolution of the contagion should assume such seriousness as to prevent the normal continuation of certain activities, we invite an immediate comparison in order to activate all the tools provided by law, in the different ways allowed by the emergency measures ordered by the Government.

The Observatory also stresses that, in this dramatic moment for the country, the sector and its workers must be protected with every means also from speculation of all sorts that are emerging especially in the context of trade relations in the supply chain.

Within the scope of its competences, the Observatory will collect all the requests of companies and workers on the perfect respect of the protocol, and will evaluate individual measures to examine and jointly resolve any critical issues that may emerge, making itself available to facilitate the joint resolution of any problems that may arise in this regard.

Milan, 20 March 2020