

## **ENEL: Italian unions win solidarity-based agreement for workers**

On 27 March, our Italian affiliates (Filctem-CGIL, Flaei-Cisl, Uiltec) signed an agreement with the energy company ENEL. The unions created an innovative agreement based on solidarity among all workers and employees, in order to tackle a difficult emergency without drawing on the funds that the Italian government has made available.

These are main elements of the agreement (to be applied from the 6<sup>th</sup> of April until the 31<sup>st</sup> of May):

- Creation of a WORKING DAYS BANK. In this bank the Company will immediately put a day off equal to the number of employees (about 30,000), while all ENEL Group Employees in Italy will be called to contribute voluntarily, in solidarity, with one or more days off.
- This solidarity bank of working days will be made available to workers and female workers who are not in a position to work in smart working from home. These are mainly workers and technical staff who alternate between working in the front line or working in non-remote activities.
- These days will be redistributed according to a criterion of proportionality with respect to the number of hours that each employee will have to make up at the end of the period (31 May) and will contribute to the recovery of these hours (in practice, a mechanism will be built in which those who owe more hours will receive more).
- The company guarantees at least three days of training from home, which may increase, with respect to the professional profile and type of activity, to which the worker can add his training day established by the national collective agreement.
- A system of negative hours will be activated where the worker, if he has exhausted all the hours made available through the solidarity bank, can stay at home and the hours not worked will be returned when he will work overtime (with the payment of the surcharge only). Any work performance (work activity, training, leave 104 and other type of leave) does not produce increases in the hours to be made up. These recovery operations affect the workers who, for the most part, enter the homes of Italians to repair faults, who develop maintenance of the network and production plants, in practice those who risk their health most to ensure the electrical service to the whole country.

The agreement was highly appreciated by the workers and was taken as a model by the world of industrial relations in Italy.

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