

Italy: Stellantis Group collective agreement renewed.

April 2023

A company agreement between the Stellantis Group and the main Italian trade unions provides for a pay rise of more than 11% over two years and stronger social, industrial and trade union relations. This business group (Fiat) withdrew from the national employers' organisation (Confindustria) in 2012.

The agreement signed on 8 March by FIM-Cisl, UILM, FISMIC, UGLM and AQCF (FIOM-Cgil was excluded from the negotiations) concerns about 70,000 workers and runs from 1 January 2023 until the end of 2024 for its economic section and the end of 2026 for its general section. This renewal comes at a time when Italy's auto industry is experiencing significant pressure due to green transitioning.

FIOM-Cgil did not take part in the negotiations and has not signed the agreement. It instead denounced a conservative agreement that "does not address the current problems related to the company's continuous request for flexibility. Moreover, FIOM notes that the effect of technical and partial unemployment in the group largely diminishes the importance of higher wages. »

Minimum wage rates are raised by 6.5% from March 2023 (an average increase of €119) and a further 4.5% in January 2024 (€87.80), adding up to an 11% increase over two years, compared to the initial union demand of 12.9%. In addition, workers will receive €400 in two equal instalments alongside an additional €200 in terms of goods and services in kind. Trade union calculations show that workers will receive an average of €4,500 over two years.

A new bilateral observatory on industrial policies and organisation will enable monitoring of the group's ecological transition and share information on production and jobs changes.

Other elements in the agreement are:

- A new profit-sharing system
- Some advances in work organisation

The new agreement must now receive approval from the workers' assemblies.

Edited by industriAll Europe