



SEGRETERIE NAZIONALI

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PRESS RELEASE

NCLA Metalmeccanici. Fim-Fiom-Uilm: signed the metalmechanics contract with wage increase of 205 euros on the minimums. Inflation guaranteed, additional quota, safeguard clause, and rights of 1.5 million workers strengthened. Important new guarantees to fight precariousness

After four days of non-stop negotiations between Fim-Fiom-Uilm and Federmeccanica-Assistal, the National Collective Bargaining Agreement (NCLA) was signed this afternoon at the Confindustria headquarters in Rome, with a wage increase on the minimum contractual minimums of 205 euros at the average level (C3) over four years.

The fundamental result was to safeguard and confirm the structure of the economic part of the contract. Guarantee of the adjustment to the Ipca-nei, additional salary quota, safeguard clause in the event that inflation should have peaks in the years in which the NCLA is in force. This system is the one that will really guarantee the defence of wages from inflationary erosion.

Other important objectives in the Fim-Fiom-Uilm contractual platform have been achieved, such as the start of an experiment on the reduction of working hours that will be entrusted to a specific commission on the subject.

As for the other issues, a very important result, and in contrast with the legislation of the last decades and the last contract renewals, is the fight against precariousness with a guaranteed percentage of stabilisation of fixed-term workers linked to the reasons for extending contracts lasting 12 months. Also extremely important is the right for staff leasing contracts lasting 48 months to be stabilised for an indefinite period at the company being employed.

With the new contract important advances are made to regulate the labour market with the introduction of the right to stabilisation for temporary workers with an indefinite term, staff leasing, after 48 months of employment, the definition of reasons for fixed-term contracts with a stabilisation percentage of 20% as a condition for the use of the same reasons beyond the 12th month of the contract.

The agreement that has just been signed also goes in the direction of strengthening the entire regulatory part concerning labour relations, information and participation rights, the subjective right to training, health and safety regulations, and the fight against violence against women. Further novelties are the strengthening of rules on private contracting changes, the innovation of regulations on collective and individual management of PARs, and the improvement of sick leave for seriously ill and disabled workers.

Another important novelty is the hourly reduction for workers on the most inconvenient shifts and the possibility of using up to three days of PAR without notice in the event of unforeseen circumstances.

The general secretaries of Fim-Fiom-Uilm, Ferdinando Uliano, Michele De Palma and Rocco Palombella declared: 'It was a very painful negotiation, but we managed to overcome the distances and sign a good contract. We safeguarded the purchasing power of metalworkers and strengthened rights and protections. The wage increase, the beginning of a

experimentation on the reduction of working hours and the stabilisation of precarious employment relationships were our cornerstones and we achieved them. Today we can also say that we have saved the NCLA, which has never ceased to be under attack. The NCLA is the first instrument for the protection of women and men workers and this renewal will guarantee them a dignified future, as well as strengthen the metalworking companies themselves that sign it. Italian metalworkers continue to write the history of the country at a time of serious industrial crises that need immediate and lasting solutions".

Fim Fiom Uilm press offices

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