

New Bargain in Automobili Lamborghini



Work Council People.



Work Council Number:

22 People

Last Election 2021:

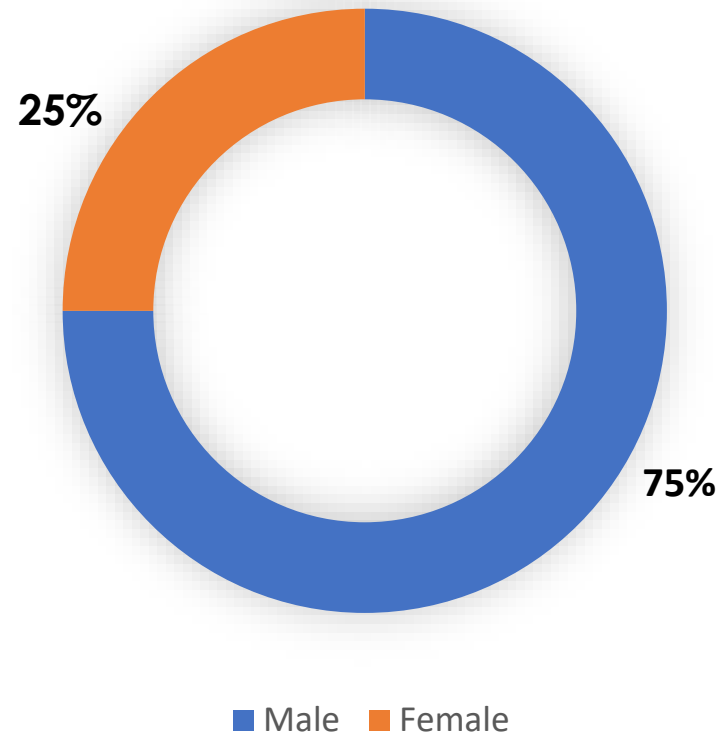
1.128 Votes

Equal to:

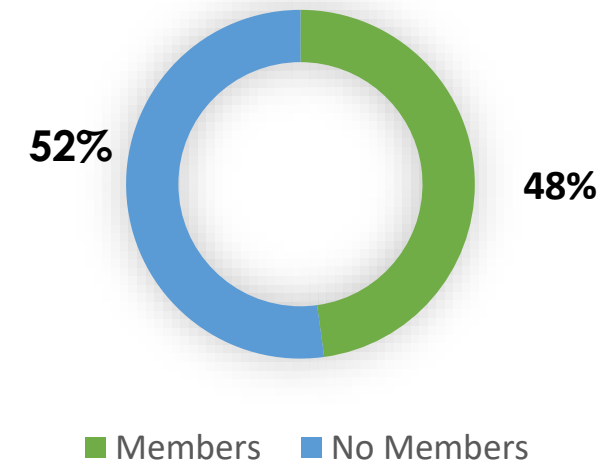
69%

of the total number of
employees

Gender on RSU








% of Unions Members 2023



The Steps for New Bargaining.



Democratic & Participative way:

-  ☐ Platform Hypothesis Survey: **April 2022;**
- ☐ Platform Proposal: **August 2022;**
-  ☐ Platform Voted&Approved : **September 2022;**
- ☐ First meeting with the company: **05 November 2022;**
-  ☐ Hypothesis of agreement: **04 December 2023;**
-  ☐ Approved by Vote: **07 December 2023;**
-  ☐ Bargain Signed: **24 January 2024;**

35 Official Meetings with Company & Work Council & Unions

9 Technical Commissioning Meetings

12 Numbers of Assemblies with all the workers

8 Hours of Strike with massive participation.

Approved By: 2072 People – YES: 96,2%

New Lamborghini Bargaining.



More Partecipation: strenghten the commissions & improve the Informative meetings



Attention to all workers: A new Bilateral Commission for **monitoring the Supply chain** due diligence Act



Future Attitude: **500 New Hiring.**
Find new ways for coming on factory Public Transport & Car Sharing).



Social Skills Improved: Create mandatory courses for inclusion& diversity; first aid courses for anyone would try to do



Better Work Life Balance: New Production Shifts hours, less time on the workplace but with the same productivity level



Better Salary: Complex Salary Increase, focus on Company bonuses, main indemnities update and, for Y2023 lump sum 60° Anniversary



More Rights: strenghten parental rights, New Rights for adopting a child & for the insert children on Kindergarten



@Remoteworking: Up to 12 days at month for remoteworking, increasing flexibility, also on mobile working days



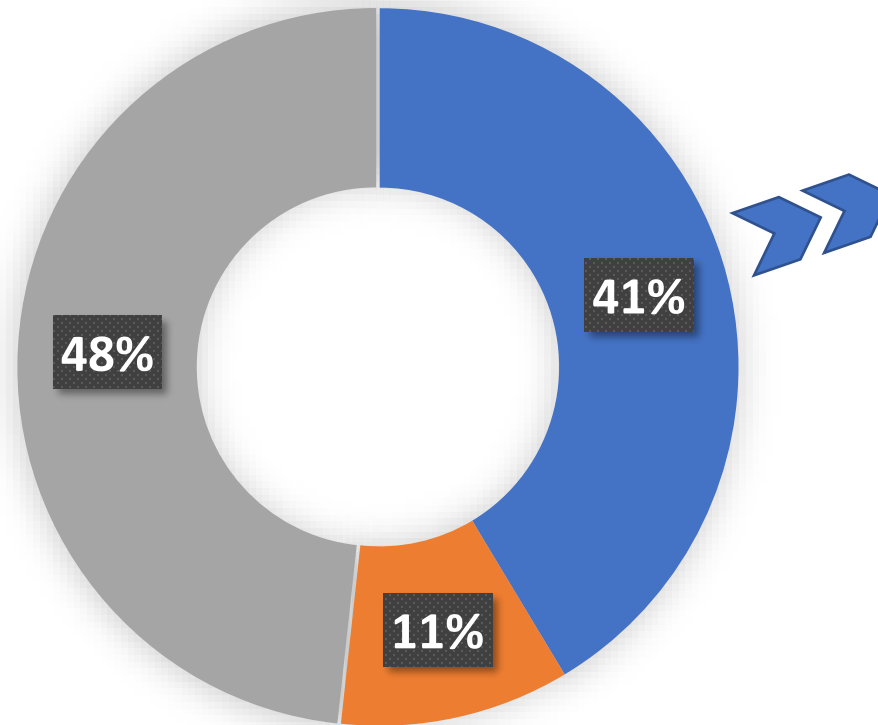
Focus on Time reduction.



The Time Reduction, involved all the people in Automobili Lamborghini. (Actually 2900 People)

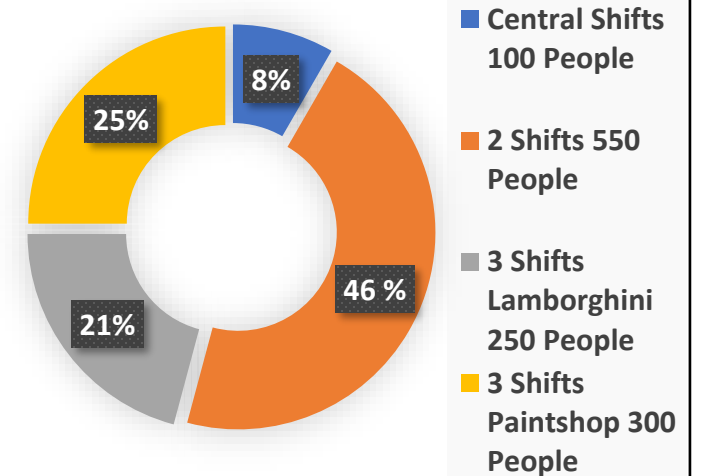
We managed 3 differently situation:

- ☐ Blue Collars involved in the Production Process **1200 People.**
- ☐ Blue Collars not involved in Production Process **300 People.**
- ☐ White Collars **1400 People.**



- Blu Collar in Production
- Blue Collar No Production
- White Collar

Blue Collars In Production Focus



New organizations will begin from october 2024 to March 2025.

On March 2025 all people in Lamborghini will be on the new shifts time.

🕒 Blue Collars in Production 1/3.



New Working Models:

3 Shifts Paintshop:

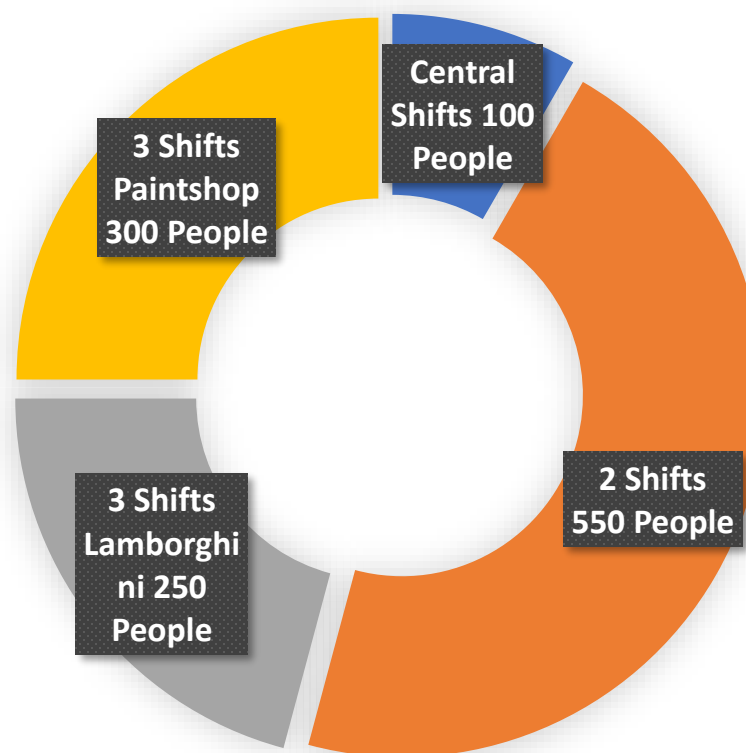
Model applied: **1 Friday** of work each **3**

Working Hours each Day		Weekly work hourly average		Individual hours off Work Remained	
Before	After	Before	After	Before	After
7,30/7,30/7,30	7,30/7,30/7,30	37,5	32,3	64	14

3 Shifts Lamborghini:

Model applied: **1 Friday** of work each **3**

Working Hours each Day		Weekly work hourly average		Individual hours off Work Remained	
Before	After	Before	After	Before	After
7/7/6	7,15/7,15/7,15	33,3	31,2	0	14



Central Shifts:

Model applied: **1 Friday** of work each **2**

Working Hours each Day		Weekly work hourly average		Individual hours off Work Remained	
Before	After	Before	After	Before	After
8	8	40	36	64	22

2 Shifts:

Model applied: **1 Friday** of work each **2**

Working Hours each Day		Weekly work hourly average		Individual hours off Work Remained	
Before	After	Before	After	Before	After
7/7	7,15/7,15	35	32,4	0	22

NB: In Lamborghini we have a collective closure for all Production models of 25 Days par year, this condition will remain the same in the future.



Blue Collars in Production 2/3.



Maintenance of Productivity Level:

1. Team Leaders:



- ❖ From group of people from 8 to 10.
- ❖ To group of people from 8 to 12.

2. Paintshop Characteristics:



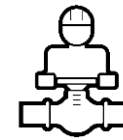
- ❖ Absorbed the 6 additional days in the new reduction time.
- ❖ The Pause inside the 7,30 hours of Job will changed from 30 minutes to 22 minutes (4,5% of working time like the other Lamborghini Plants).

3. Formations off-the Job:



- ❖ Until 20 hours par year of formations could be done in the «free Fridays».
- ❖ All this kind of formations will be concordate with work councils before.

4. K-Factor:



In Lamborghini we applied the calculation of production time with methodology MTM-ERGO UAS. We a contract that in each production line the saturation are 95% Media for the workplaces.

Before

1. Ergonomical increase % of time of:

- Green Workplaces: 2%
- Yellow Workplaces: 3% to 9%
- Orange Workplaces: 9% to 12,5%
- Red Workplaces: >12,5% (don't exists or if it's will happen a commission starts immediately to work to remove this condition)

2. No Ergonomical rules about the number of Green/Yellow/Orange Workplaces

After

1. Ergonomical increase % of time of:

- Orange Workplaces: 9% to 12,5%
- Red Workplaces: >12,5% (don't exists or if it's will happen a commission starts immediately to work to remove this condition)

2. New Ergonomical Rules:

- Minimum 50% of Green Workplaces;
- Maximum 20% of Orange Workplaces;
- Each year 15% of Orange and Yellow Workplaces need to becomes green.



Blue Collars in Production 3/3.



Conclusions:

3 Shifts Paintshop:

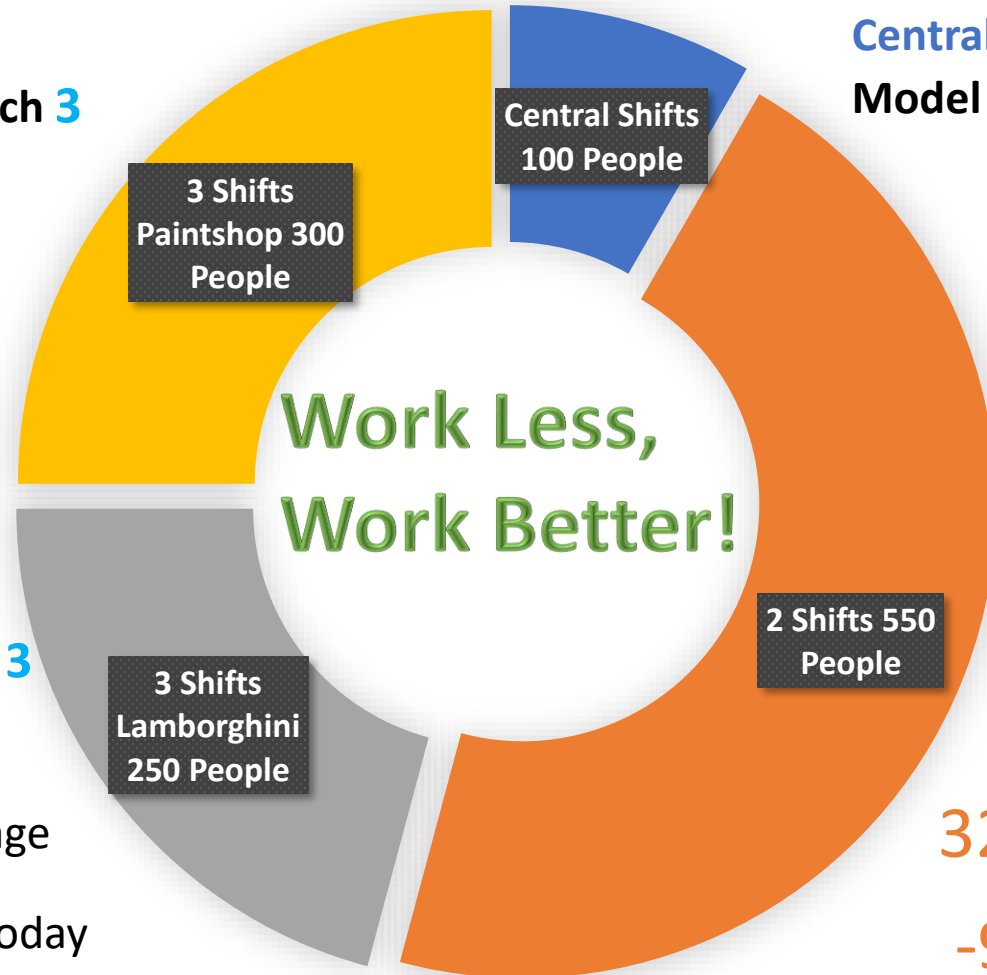
Model applied: 1 Friday of work each 3

- 31 Days less then today at works
- 32,3 Weekly work hourly average
- 187 WorkingHours less then today.

3 Shifts Lamborghini:

Model applied: 1 Friday of work each 3

- 31 Days less then today at works
- 31,2 Weekly work hourly average
- 161 WorkingHours less then today



Central Shifts:

Model applied: 1 Friday of work each 2

- 22 Days less then today at works
- 36 Weekly work hourly average
- 168 WorkingHours less then today

2 Shifts:

Model applied: 1 Friday of work each 2

- 22 Days less then today at works
- 32,4 Weekly work hourly average
- 99 WorkingHours less then today

NB: In Lamborghini the mandatory Flexibility (Max: 80hours par year), was done in Saturday, from the new contract will do on «free Friday», the Saturday will be always save.



Blue Collars out of Production .



300 Workers from Specialized areas (R&D, Maintenance, After Sales, etc.).

Central & 2 Shifts.

- 4** Days each 3 Month of free time
- 16** Days per year more than today
- 2** Hours of individual time consumed each day.
- 6** Hours totally in charge of company.

3 Shifts.

- 6** Days each 3 Month of free time
- 24** Days per year more than today
- 2** Hours of individual time consumed each day.
- 6** Hours totally in charge of company.

- ❖ If the days aren't used before the finish of the 3° month the days will be lost;
- ❖ The Days aren't fix on Friday but it will be plan in each day of the week.



White Collars.



1400 Workers involved.

In Italy, usually, white collars workers haven't the extraordinary hours paid (usually have a formula called Forfait), in Lamborghini the forfait hours are used to create more flexibility instruments.

Before:

8 Days of Remote Working.

Forfait + Only in Presence not in Remote & people can accumulate it only after the 8° hour of work.

Forfait - You can use until 2 hours par day (daily Flexibility) Not in RemoteWorking

4 Days of «Forfait +» one every 3 month.

After:

12 Days of Remote Working.

Forfait + Each 4 hours in presence you will have **30** minutes more of «Forfait +».

Forfait - You can use until 4 hours par day. Daily Flexibility in Smart working too

12 Days of «Forfait +» one each month.

- ❖ If the days aren't use you will lost it.
- ❖ The adding days could be use only at the end of the Holiday Pianification (of the month).

Conclusions.

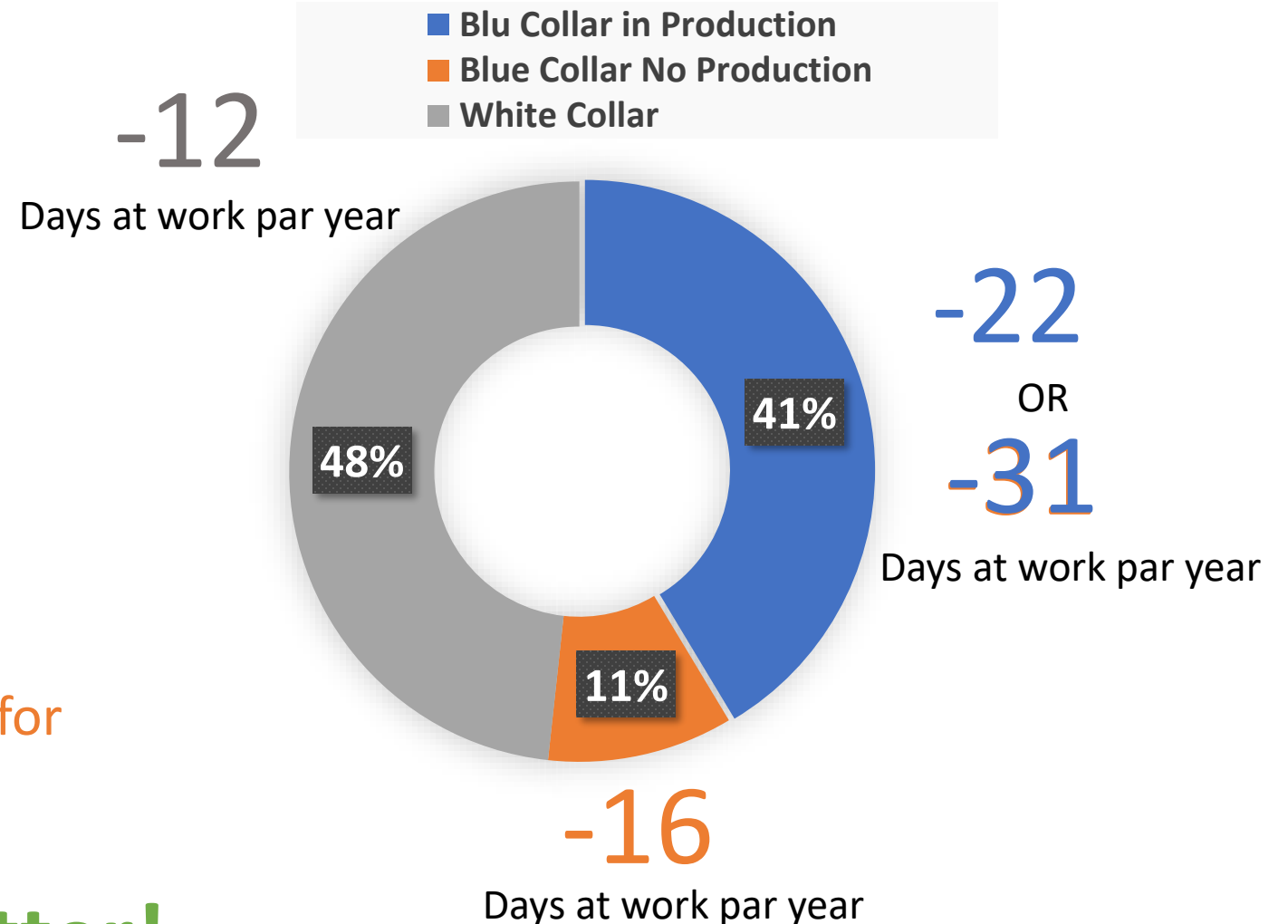
❖ Same Productivity Level

❖ More safety Rules on Ergonomic Factor

❖ No More Saturday at work in Mandatory Flexibility.

❖ More Individual Flexibility for White Collars.

❖ 12 Days of Remote Working for White Collars



Work Less, Work Better!

Our Contacts.



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For Details & going deeper in the discussion we are at your side.

Please Contact Us.

Grazie.

