

*THE  
SUPPLEMENTARY  
FERRERO  
CONTRACT (2018)*



The supplementary Ferrero contract entered into force on 18th July 2018, i.e. from the date of the renewal signature between the company and the trade union, and will have validity and duration until 30th June 2022  
Agreement signed jointly by Flai-Cgil, Fai-Cisl, Uila-Uil



The first meeting took place on

May 22nd 2018

presentation to the company of  
the claiming platform

Establishment of the **bilateral**  
**technical commissions for People**  
**in Ferrero, Industrial Relations**  
**and Commercial Italy** who have  
worked in the first two weeks of  
June 2018



The second meeting took place  
on **June 19<sup>th</sup> 2018**

Evaluation on what emerged  
from the work of the three  
bilateral technical commissions



The third meeting took place on  
July 9<sup>th</sup> 2018

Technical meeting between the  
national secretariats of Flai, Fai,  
Uila and the company  
representatives to assess the  
minutes of the closure of the  
work of the three commissions



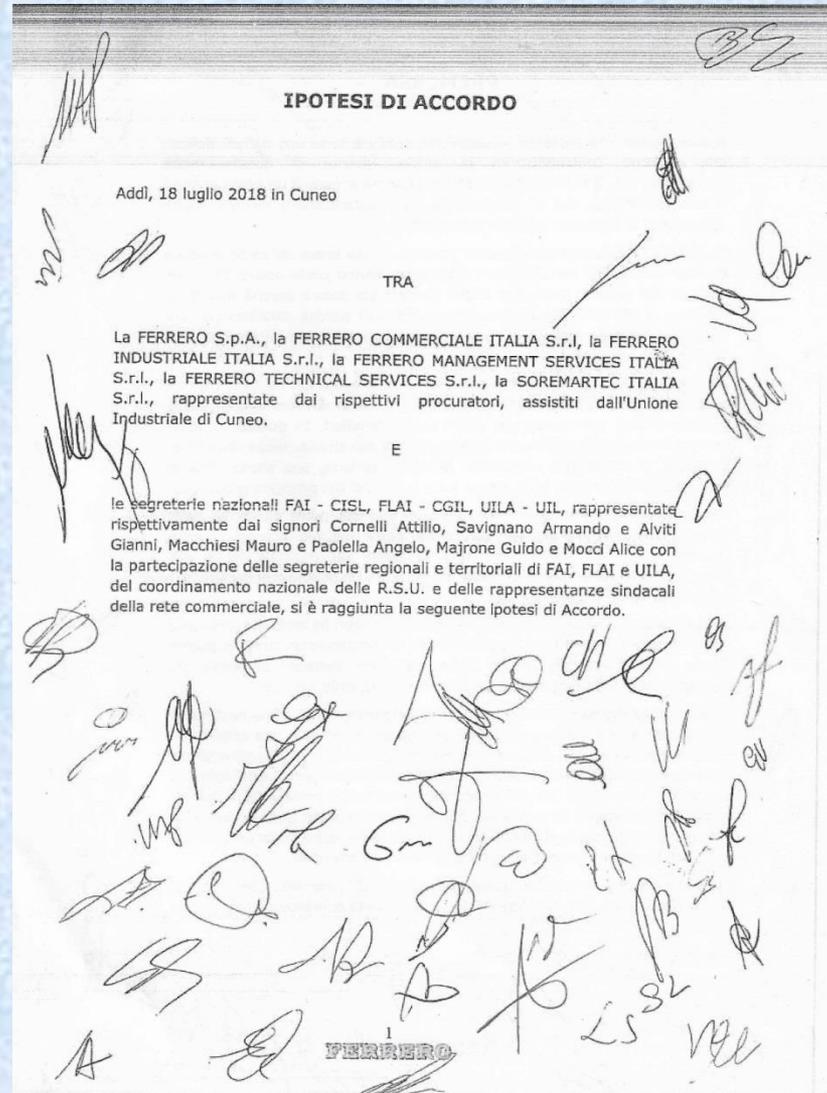
The fourth meeting took place on

July 16<sup>th</sup> 2018

at the headquarters of  
Confindustria Cuneo, the plenary  
meeting for the renewal of the  
group agreement



# Signature: July 18th 2018



Chapter of the agreement  
entitled "*People in Ferrero*",  
28 pages!

What was agreed with the union  
was actually achieved



# *CONTENTS OF THE AGREEMENT ON CONCILIATION*



## Horizontal part-time

with a permanent contract on return from periods of compulsory absence or parental leave until the child's fourth year of life.

Possibility to continue operating with reduced hours.

On an experimental basis, part-time is also extended to workers with serious and documented health reasons or with the need to care for cohabiting non self-sufficient family members.



## Summer camps

are organized for the children of employees aged between 6 and 12 years whose average duration is around 10/12 days in the June / August period.

Only The costs of transport are paid by the employee.



For working mothers and fathers  
with permanent contracts on  
return from periods of  
compulsory abstention or  
parental leave training courses  
are scheduled lasting 8 hours



## 2 days of paid leave to the father

on the occasion of the birth of the child or on the occasion of the acceptance in the family of a child in adoption or pre-adoptive care in addition to those provided by the law



4 half days of paid leave  
for specialist medical visits for  
children up to 14 years of age



2 half days of paid leave

to employees exclusively to  
assist spouses and / or parents  
in a state of serious illness



The parties, after positively evaluating the experimental

## Agile Work

project introduced at the Alba office in March 2017 and progressively extended to approximately 350 employees in January 2018, decided to gradually extend it to all Italian sites



The solidarity bank  
introduced by  
Legislative Decree 151 / 2015  
a solidarity institute based on  
a vision of mutual aid and  
reciprocity that develops into a  
corporate cohesion value



**TESSERA 2019**

**LA DIREZIONE GIUSTA  
È IL LAVORO**



**22 Rsu**  
**out of a total of 63**

**UILA - UIL**

**has many members  
in Ferrero**



IL SINDACATO DEI CITTADINI

*Thank you for your attention!!!*



IL SINDACATO DEI CITTADINI