

THE SOCIAL DIALOGUE COMMITTEE FOR THE EUROPEAN POSTAL SECTOR IN POSTE ITALIANE COLLECTIVE LABOUR AGREEMENT

SDC Postal Sector
Project Promoting Social Dialogue in the Postal Sector in an Enlarged Europe

Athens, 3 and 4 May 2018

THE SOCIAL DIALOGUE COMMITTEE FOR THE EUROPEAN POSTAL SECTOR IN THE CLA OF POSTE ITALIANE

30 of November 2017 - new Collective Labour Agreement for not managerial employees

Some aspects

- Salary increase
- Additional Health Fund
- Improved measures on work/life balance and parental leave
- Increased company financial contribution to *Fondoposte*

Official references to the activity of the Social Dialogue Committee for the European Postal Sector and the European Context recognized in the CLA

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Poste Italiane's CLA

Chapter 1 – Discipline of the Industrial Relation System

Art. 4 – Information and Consultation

Company and Trade Unions jointly recognize information and consultation as *finalized at preventing conflicts and increasing a shared awareness on fundamental matters for the company's development*

The unions will be informed on (...) *possible regulatory actions related to the employment relationship, also arising from the Community framework and the European Social Dialogue*

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Poste Italiane CLA Art. 5 – Participation

Joint Bodies (company and unions) are identified in the Industrial Relations system to improve work quality and internal climate.

Purpose of the Joint Bodies

Exchange of opinions, trade unions increased participation to the change processes, develop integration and cooperation among social partners to improve work quality

Joint Bodies in Poste Italiane

- Poste Group National Committee
- **Joint Body for Training and Professional Re-Training**
- **Committee for the implementation of the principles of Equal Treatment and Equal Opportunities**
- Joint Bodies for health and safety in the workplaces
- Joint Observatory on Complementary Health
- Joint Observatory for Trade Proposition

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Joint Body for Training and Professional Re-Training

- *The Parties establish to develop and enrich the activities of the Joint Body with the main aim to support the dialogue among the social partners, also through updates on the strategies and the initiatives put in place by the European Commission*
- *promote updates on initiatives taken by the European Commission and by the European Social Dialogue Committee for the postal sector, in the field of Training and Re-Training of staff*

Committee for the implementation of the principles of Equal Treatment and Equal Opportunities

- *Purpose of the Committee is the implementation and reinforcement of a culture respectful of diversity...to be achieved...also taking into account the European scenario and the activities of the European Social Dialogue Committee in the postal sector*

Posteitaliane



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