



**TEMPLATE/GUIDE FOR THE PRESENTATION:
PLEASE SUBSTITUTE THE QUESTIONS WITH THE RELATED ANSWERS**

UniCredit European Works Council: Improving Cooperation to Strengthen Social Dialogue

Second Main Event

**Industrial Relations - Focus on (Romania and Unicredit
Group/Unicredit Tiriac Bank)**

Project co-financed by EUROPEAN COMMISSION
Employment, Social Affairs and Equal Opportunities DG



Milan, 14 - 16 May 2008

Let's start  **UniCredit Group**

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- A contribute to the Joint Declarations:
Training, Learning and Professional Development
- A contribute to the Joint Declarations:
Equal Opportunities and Non-Discrimination

Collective Agreements and Individual Contracts within the Country/Company

In the Country system:

- In Romania there is the possibility to sign individual employee contracts and also collective Labour Agreements.
- There is a National Collective Labour Agreement which all organizations must comply with. Moreover, there is also the possibility for a Collective Labour Agreement to be signed at the level of Company (provisions no less favorable than in the National Collective Labour Agreement)
- At the level of UCT, individual employee contracts and the National Collective Labour Agreement are in place.

Major Topics of Information, Consultation and Bargaining within the Company

Within the Company:

- The employer must communicate the employees on a periodical basis, the economical and financial situation of the company (by law); The employer must inform the employees on the work conditions and on the elements concerning the work relations (by law); The employer communicates the employees the training policy, comp & ben policy, internship policy, travel policy, hr policy, credit policy etc and the new vacancies (by Company regulations)
- There are periodical market research according to which the salary benchmark is settled.

Focus on ... (part 1)

TOPIC	LEVEL OF NEGOTIATION – IF PROVIDED	NEGOTIATION NOT PROVIDED
BASIC SALARY	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>national</i>	(PLEASE PUT A X IF THIS IS THE CASE AND/OPR SPECIFY THE INVOLVEMENT LEVEL IF ANY)
WORKING HOURS	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>National</i>	
HOLIDAYS	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>National</i>	
JOB CLASSIFICATIONS	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>national</i>	
PROFESSIONAL DEVELOPMENT	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>National/ company/ individual</i>	
WELFARE: PENSION SCHEMES	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>National</i>	
WELFARE: HEALTH INSURANCES	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>National</i>	
ANY OTHER WELFARE “BENEFIT”	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>Company & individual</i>	

Focus on ... (part 2)

TOPIC	LEVEL OF NEGOTIATION – IF PROVIDED	NEGOTIATION NOT PROVIDED
ILLNESS	<i>(NATIONAL/COMPANY/INDIVIDUAL) national</i>	
MATERNITY LEAVES	<i>(NATIONAL/COMPANY/INDIVIDUAL) national</i>	
INDIVIDUAL DISMISSALS	<i>(NATIONAL/COMPANY/INDIVIDUAL) National</i>	
SAFETY AT WORKPLACE	<i>(NATIONAL/COMPANY/INDIVIDUAL) National</i>	
Any other issue		
Any other issue		
Any other issue		

Company restructurings

Collective dismissals/redundancies

- The regulations foreseen in the Labour Code and in the National Collective Labour Agreement are to be applied.
- Employee transfers between Group Companies within the Country (s.c. infra-group mobility): were used as instrument to manage restructurings.
- There is no other instrument we would like to illustrate.

A contribute to the Joint Declarations: Training, Learning and Professional Development

**Please use this slide to
illustrate possible:**

**initiatives and/or
documents
linked to your respective local experience
that you think
might be useful for the Joint Commissions
to be taken into consideration
during the works
to sign the Group's Joint Declarations**

A contribute to the Joint Declarations: Equal Opportunities and Non- Discrimination

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