



UniCredit European Works Council: Improving Cooperation to Strengthen Social Dialogue

Second Main Event

Industrial Relations - Focus on **ROMANIA / UPA Romania**

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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Collective Agreements and Individual Contracts within the Country/Company

In the Country system:

- **Is there the only possibility to sign individual employee contracts or also collective Labour Agreements?**

Yes

- **If the system provides also for collective agreements, are these ones at Company and/or National level?**

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)

- **How is the situation in your local group/company/ies? Which level of Agreements/Contracts are in place?**

In UPA Romania there are either individual or collective agreements.

Employee Representation in the local Group/Company

- Which kind of “body” is entitled by Law to represent the employees within the Employer? Works Council and/or Trade Unions Delegates?
There are Employees Representatives and Trade Unions
- How are they appointed?
The Employees Representatives by employees throw voting
The Trade Union Bord, by trade union members throw voting
- Are these body already established in each local Company/entity existing in the Country?
Only in UPA Romania
- In average, how often do these bodies meet the company reps?
8 times a year
- Are there periodic regular meetings or it depends on the current topics?
Depends on current topics

Major Topics of Information, Consultation and Bargaining within the Company

Within the Company:

- Please list the major topics of Information (specifying if provided for by Law or by Company regulations)
Reorganisation – provided by Law and Company regulation
Economic situation - provided by Law and Company regulation
- Please list the major topics of consultation (specifying if provided for by Law or by Company regulations)
Social initiatives – football field, canteen
- Please list the major topics of bargaining (specifying if provided for by Law or by Company regulations)

Focus on ... (part 1)

TOPIC	LEVEL OF NEGOTIATION – IF PROVIDED	NEGOTIATION NOT PROVIDED
BASIC SALARY	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>individual</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 and company</i>	
HOLIDAYS	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>National and company</i>	
JOB CLASSIFICATIONS	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>Company</i>	
PROFESSIONAL DEVELOPMENT	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>Company</i>	
WELFARE: PENSION SCHEMES	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>National</i>	
WELFARE: HEALTH INSURANCES	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>National and company</i>	
ANY OTHER WELFARE “BENEFIT”	<i>(NATIONAL/COMPANY/INDIVIDUAL)</i> <i>Company</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 and company</i>	
INDIVIDUAL DISMISSALS	<i>(NATIONAL/COMPANY/INDIVIDUAL) National and company</i>	
SAFETY AT WORKPLACE	<i>(NATIONAL/COMPANY/INDIVIDUAL) National</i>	
Any other issue		
Any other issue		
Any other issue		

Company restructurings

Collective dismissals/redundancies

- How must group/company restructurings be managed according to the local regulation from an Industrial Relations perspective?
- There is collective dismissal in the terms of Romanian Law when at least 30 employees are dismissed
- Consultation/confrontation between Company and employee reps: is it provided for by Law or Labour Agreements?
- Only when at least 30 employees are dismissed.
- Is there the possibility to “social plans”? Are they agreed through negotiation or are they just provided by law? \
- No
- Employee transfers between Group Companies within the Country (s.c. infra-group mobility): did you ever use it as instrument to manage restructurings?
- In UPA there were no cases
- Employee transfers between from/to different cities within the Country (s.c. territorial mobility): did you ever use it as instrument to manage restructurings?
- In UPA there were no cases
- Is there any other instrument you used and you 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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