



TRADE UNION ALLIANCE OF UNICREDIT

Meeting at the ITC-ILO Turin February 25th 2014

Unicredit has become a truly international banking group hence, on September 21st 2009, the thirteen Trade union members of UNI Global Union established the Trade Union Alliance under the coordination of Uni Finance with the purpose of cooperating to the maximum extent for the benefit of UniCredit employees.

The aim of the Trade Union Alliance is to express the commitment of the trade unions at UniCredit to work together at the International/ European level based on shared values and objectives, and to strengthen communication and cooperation and implement actions coordinated and supported by UNI Finance.

The objectives of the UniCredit Trade Union Alliance are:

- To engage UniCredit in social dialogue at an international level.
- To pursue agreements with UniCredit to improve working conditions of UniCredit employees in each country with the support of the national Trades Union members of UNI
- To raise levels of trade union membership at UniCredit.

The partners of the Alliance work together with the aim of protecting and furthering the interests of UniCredit employees throughout all the Group.

The partners will take concrete action to enlarge the network by improving contacts with unions in countries where employees are unionized and by making efforts to organize non-unionized employees.

- The Trade Union Alliance, coordinated by UNI Finance will seek to increase the leverage of member organizations through greater joint initiatives and campaigns. Alliance partners will work together to implement the joint objectives irrespective of organizational or political differences among them.

- Partners of the UniCredit Trade Union Alliance commit to sharing information with each other including information on national collective bargaining. Joint education programs and projects will be established in order to offer mutual assistance to union organizations asking for support. The Trade Union Alliance meeting should be held at least once a year.
- UniCredit is an international banking group. UniCredit management uses its international presence to locate and relocate work in different countries, according to cost and opportunity. This does not necessarily benefit UniCredit employees. These Trade Unions are strongly opposed to such business practices.
- The Trade Union Alliance will support all initiatives such as campaigns and others that ensure the development of an internal corporate culture and of operating procedures for the responsible sale of financial products, and for the continuing improvement of dialogue in this area.
- The Trade Union Alliance believes it is essential to stipulate a Global Framework Agreement with the company, the EWC of Unicredit and UNI FINANCE in order to guarantee the protection of fundamental rights and to improve industrial relations in all countries where the group is present.
- Labour rights, union recognition and effective negotiations throughout all Unicredit entities shall be of highest priority.
- The Trade Union Alliance at Unicredit seeks close cooperation with the Unicredit European Works Council.
- The Trade Union Alliance at Unicredit will facilitate collaborative work, will share information and will disseminate relevant activities carried out by affiliates

The Trade Union Alliance is closely monitoring events in Germany following statements from UniCredit Bank AG management regarding the closing of approximately 50% of its branches and the impact this will have on workers affected by these closures.

The Trade Union Alliance at Unicredit supports the demands of the Ver.di Union and the Unicredit Bank AG works council regarding the protection and defence of the legitimate interests of German Workers.

In the next months a draft statute of the Trade Union Alliance will be prepared and circulated to all TUA members and a proposal will also be put forth for its internal structure.

Turin,