

Industrial relations for a green economy

Innovative bargaining processes for a sustainable growth and a quality employment



Project VS/2014/0405 co-founded

by

DGESAI - DG EMPLOYMENT, SOCIAL AFFAIRS and INCLUSION

CASE ITALY: SARMATO

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PRESENTATION (IDENTITY CARD OF BEST PRACTICE)

▪ **Name of initiative/project/action/agreement**

Production crisis at the electricity plant in Sarmato (Province of Piacenza) – Recovery and recognition of the value of the professional skills of EDISON staff on redundancy schemes through a training programme to retrain and re-employ workers in activities with high environmental value (decommissioning and management of radioactive waste) in SOGIN

- Local trade union agreement concluded with EDISON on 27th June 2013
- Local trade union agreement concluded with SOGIN on 28th June 2013
- National protocol for the application of the national collective labour agreement of 18th February 2013 to staff on temporary redundancy schemes or made redundant from thermo-electric plants from July 2013

▪ **Brief description**

During the production crisis at the Edison Plant in Sarmato (Piacenza), against the backdrop of a more general crisis in the Italian thermoelectric production sector, where there is a problem of overcapacity in light of reduced demand for electricity, 15 employees were put on the temporary redundancy scheme for the period beginning 1st April 2013 – 31st March 2014. The aim was to transfer the staff to other sites/units within the Edison Group.

The Province of Piacenza invited local trade unions and any companies in the electricity sector in the area to a joint dialogue in order to examine the possibility of maintaining local employment rates and avoiding the loss of professional skills which staff working at the Edison plant had developed to other areas.

SOGIN displayed an interest in assessing whether the professional profiles of the Edison plant workers were compatible with their own resource needs as according to their plan for 2013- 2016.

Out of a total of 15 employees, all engineering graduates, 9 (with an average age of 45) were involved in the Edison/Sogin plan.

The Province of Piacenza mobilised to promote active labour policies via the “First Public Notice Appealing for Funds - 2013” Action 7, to fund training activities for staff retraining via a specific announcement, with the aim of consolidating and broadening opportunities for workers previously employed in companies affected by the crisis to reskill and receive up-to-date training.

The training programme included 470 hours of technical training, 130 of which were devoted to customised on-the-job activities shadowing expert staff already working in Sogin. At the end of the training programme, the 9 people involved were taken on by Sogin.

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▪ Geographical/local/sectoral information

Province of Piacenza, Municipality of Sarmato, Electricity production

▪ Implementation period

2013 – 2014

▪ Parties involved in organisation

- National trade unions: FLAEI-Cisl, FILCTEM-CGIL, UILTEC-UIL
- Local trade unions: FLAEI-Cisl, FILCTEM-CGIL, UILTEC-UIL
- Edison S.p.A.
- Province of Piacenza

▪ Parties/partners involved and their main functions

- EDISON S.p.A.: Voluntary redundancy incentives and facilitating the workers' participation in the training programme.
- SOGIN S.p.A.: Willingness to re-employ the Edison staff in activities pertaining to decommissioning and management of radioactive waste after completing a training programme at the Italian School of Radiation Protection, Safety and Environment, in Caorso (Province of Piacenza).
- Province of Piacenza: including the professional retraining project as part of the "First Public Notice Appealing for Funds - 2013" Action 7, to fund training activities for staff retraining via a specific announcement, with the aim of consolidating and broadening opportunities for workers previously employed in companies affected by the crisis to reskill and receive up-to-date training.
- Municipality of Sarmato (Province of Piacenza): assessing the consequences for employment in the local area.

▪ Description of beneficiaries (direct/indirect):

Nine men, engineering graduates, of Italian nationality, with an average age of around 45.

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- **Human resources employed and competencies**

The negotiation process involved the local trade union branches of FLAEI, FILCTEM and UILTEC for the Province of Piacenza.

The training programme took place at the SOGIN Italian School of Radiation Protection, Safety and Environment, in Caorso (Province of Piacenza).

- **Monitoring process and evaluation of the activity**

The training programme organised by Sogin was developed based on the national protocol for the application of the national collective labour agreement of 18th February 2013 to staff on the extraordinary redundancy scheme and made redundant from thermo-electric plants from July 2013.

The results of the training programme were considered in the evaluation of the activity. The outcome was positive for all 9 employees involved.