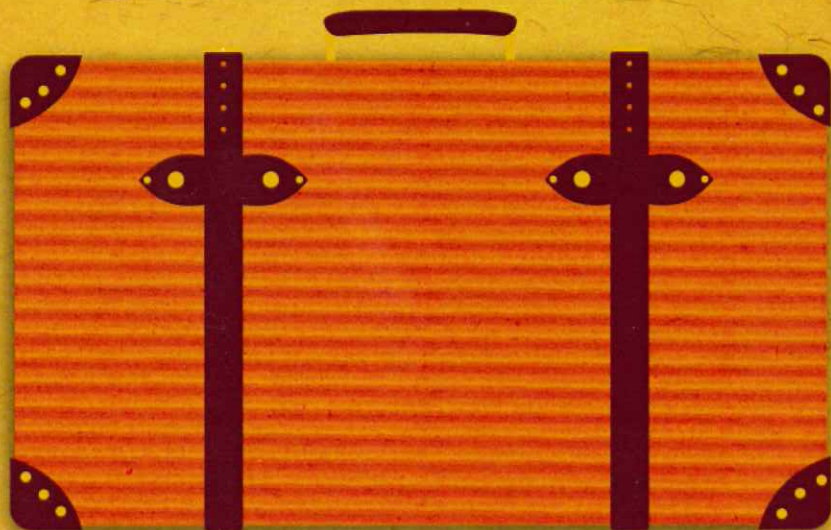


COLLECTIVE BARGAINING AND IMMIGRATION: A TRADE UNION PERSPECTIVE



UNIÓN EUROPEA
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UNION RECOMMENDATIONS FOR THE INCORPORATION

- To provide the appropriate mechanisms to ensure the right to protection in matters of labour and health and safety (guides in different languages and in a language accessible to everyone)
- To provide copies of the contract in the worker's vernacular language.
- To require/demand the contract clearly shows the applicable collective agreement.
- To include the principle of equality and non-discrimination in all collective agreements: "The company shall govern their actions in the field of labour relations on the principle of equality. No employee shall be discriminated against on grounds of sex, marital status, age, racial or ethnic origin, nationality, social status, religion or belief, trade union membership or sexual orientation".
- To establish as an infringement, with different penalties depending on the severity, comments and / or discriminatory attitudes relating to sex, sexual orientation, racial or ethnic origin, nationality, social status, religion, ideology or union membership.
- To encourage the necessary measures to favour job stability and, therefore, demand for all workers' stable recruitment. This group is characterised by a high mobility and temporariness which is not conducive to integration within a company or in a certain territory.
- To introduce clauses in agreements in which companies are liable to inform the RLT of recruitment in origin, the conditions agreed in the employment contract, and possible withdrawals and motivations.
- The inclusion, in all collective agreements of all implementing measures, particularly in terms of leave and absence, vacation, training and disability so that workers have a single reference in the field of labour relations, not only those not addressed in the Statutes or the improvements in it.
- To introduce specific clauses in relation to the time of absence from work for the realisation of the actions arising from their status as a foreigner. Consider renewal of documents / work permits and residence as a personal inexcusable duty.
- To list the types of contract and compensation resulting of its completion.

ON OF MEASURES IN THE COLLECTIVE BARGAINING

- In terms of holiday:
 - To establish a deadline for vacation request and specify the period of approval from the company to the request, so as to enable the worker planning and avoidance of unnecessary expense. (Knowing the days off in advance gives employees the opportunity to get the cheapest airline tickets)
 - To enable the biennial vacations (X days in a period of 24 months. This possibility already exists in Italy)
- In training
 - To gather the rights that the law provides for training and career development.
 - To include in the company training plans the needs of migrant workers (language of the host country).
 - To include as justified or permit the time required for the recognition of studies.
- In leave of absence
 - To take into account the distances to the place where the event has occurred in establishing sick leave and passing of relatives. In no case should be referred as permits to foreign workers, the right is generated based on distance to the scene and not the immigrant status.
 - To establish short duration leave of absence in case of emergencies (between 1 and 3 months) thus securing the position.
 - To not to mention religious festivities in the collective bargaining. We recommend the inclusion of days/ hours off work per year for personal matters or that a number of days of a vacation can be enjoyed in isolation for these situations.
 - To establish clauses on shift work so the wishes of the employees will be respected relating to the trading of shifts, respecting, always, the rules on breaks.



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