



VS/2021/0188



Varieties of Industrial Relations in Aviation Lockdown

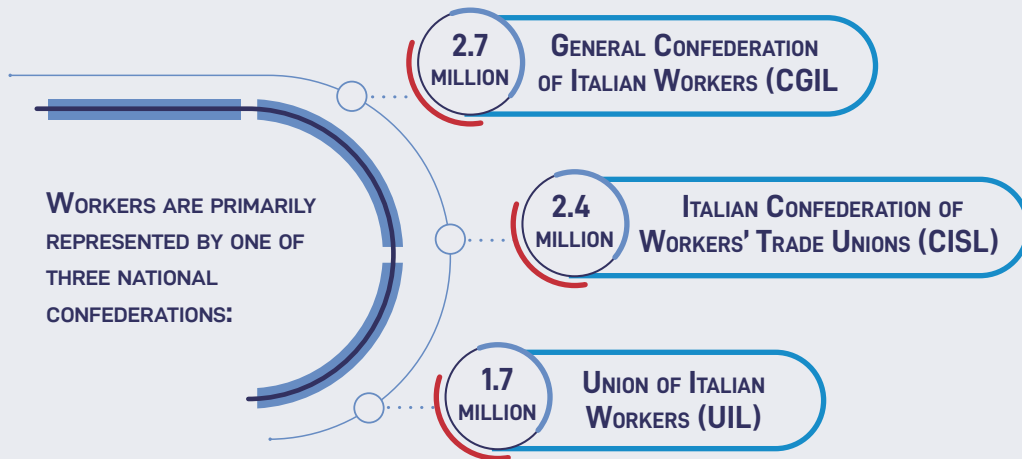
ROLE OF STATE LEGISLATION IN INDUSTRIAL RELATION



Industrial Relations

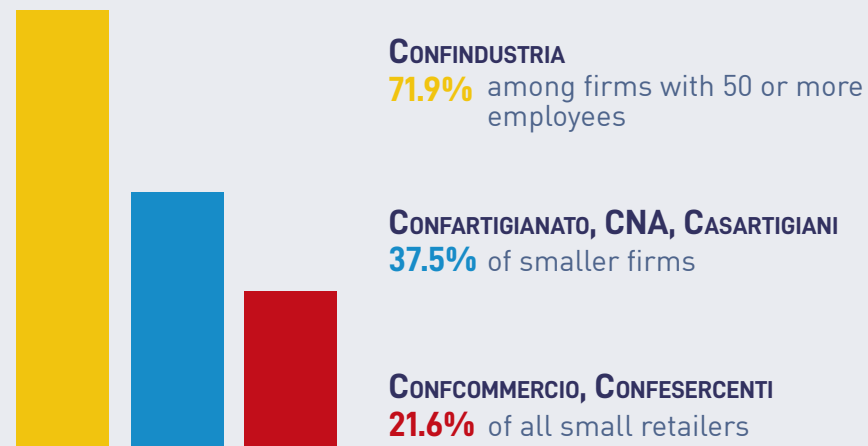
LABOUR UNION REPRESENTATION

UNION DENSITY



EMPLOYER REPRESENTATION

Many employers are represented by one or more employer confederations:



COLLECTIVE BARGAINING COVERAGE

% private sector employees covered by a Collective Bargaining Agreement (CBA)



% public sector employees covered by a CBA



WORKPLACE REPRESENTATION

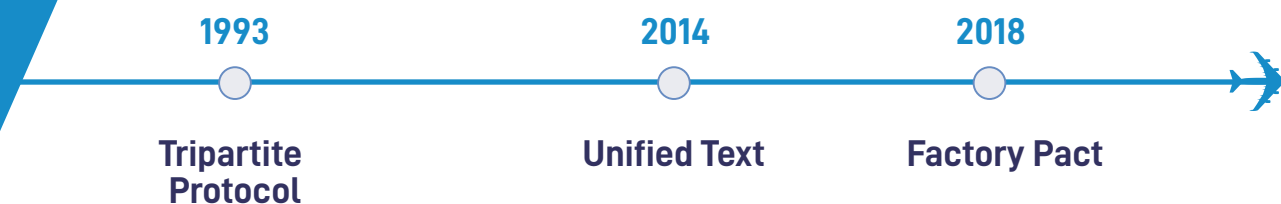
Workplace representation in Italy is based on "single channel" structures. Employees in firms with 15 or more employees may constitute 1 of 2 types of workplace representation structure:



REGULATION OF INDUSTRIAL RELATIONS

Industrial relations in Italy are largely voluntaristic, based on voluntary, negotiated agreements among employers and unions

Key voluntary agreements governing industrial relations:



Legal and Constitutional Regulation of Industrial Relations:

- The Constitution guarantees the right to freedom of trade union association and protects the right to strike.
- Act 300/1970**
The 1970 "Workers' Statute" provides additional rights and protections to workers and unions
- Act 146/1990**
Regulates the right to strike in "essential public services"



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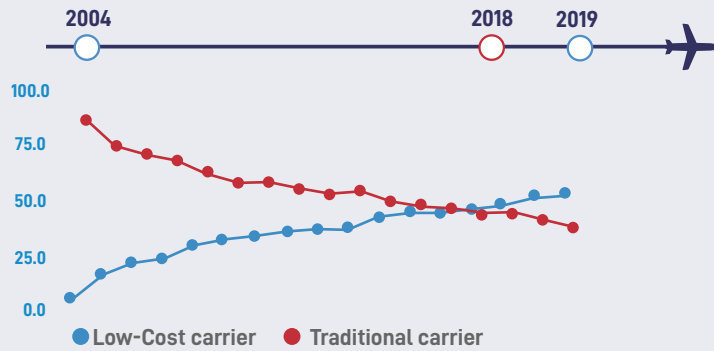
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Air Transport Sector

AIR TRANSPORT PRE-COVID

SECTOR



AIRPORTS

120 TOTAL AIRPORTS

44 COMMERCIAL PASSENGER AIRPORTS

38 AIRPORTS OF "NATIONAL INTEREST"

3 INTERNATIONAL HUBS



Airports in Italy are managed by private, joint-stock companies. Most are majority-publicly owned.

INDUSTRIAL RELATIONS IN ITALY'S AIR TRANSPORT SECTOR

MAIN ACTORS

TRADE UNIONS

Affiliated with confederations (all workers):
Filt-Cgil, Fit-Cisl, Ultrasporti and UGL trasporti

Autonomous unions (pilots, flight attendants and ATM):
Anpav, Anpac, Atm-PP, Anpcat, Cila Av and sacta

Forms of rank-and-file unionism

EMPLOYER ASSOCIATIONS

Ground services

Airport Management: Assoaeroporti and Aeroporti 2030
Airport handling: Assohandlers
ATM Sector: Assocontrol

Air catering

Catering operators: Assocatering and Federcatering

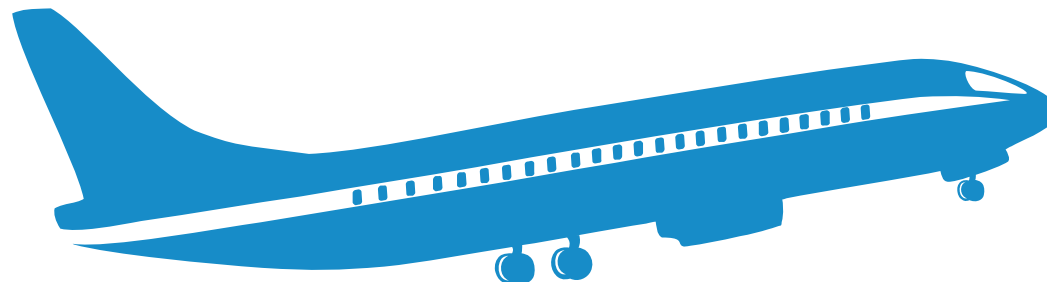
Airlines

Air transport carriers: Assaereo and Fairo

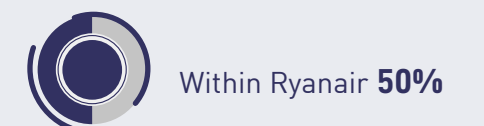
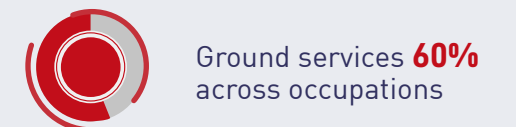
COLLECTIVE BARGAINING IN THE AIR TRANSPORT SECTOR

Since 2008, social partners have adopted a process of inclusive, collective bargaining involving the entire air transport value chain at the national level.

Today, one Collective Bargaining Agreement (CBA) for the Air Transport Sector is applied to 1/3rd of the 120,000 directly employed in the Sector. The CBA's 5 independent sub-contracts are linked by a common general part.



UNION DENSITY (ESTIMATES):





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VIRAL

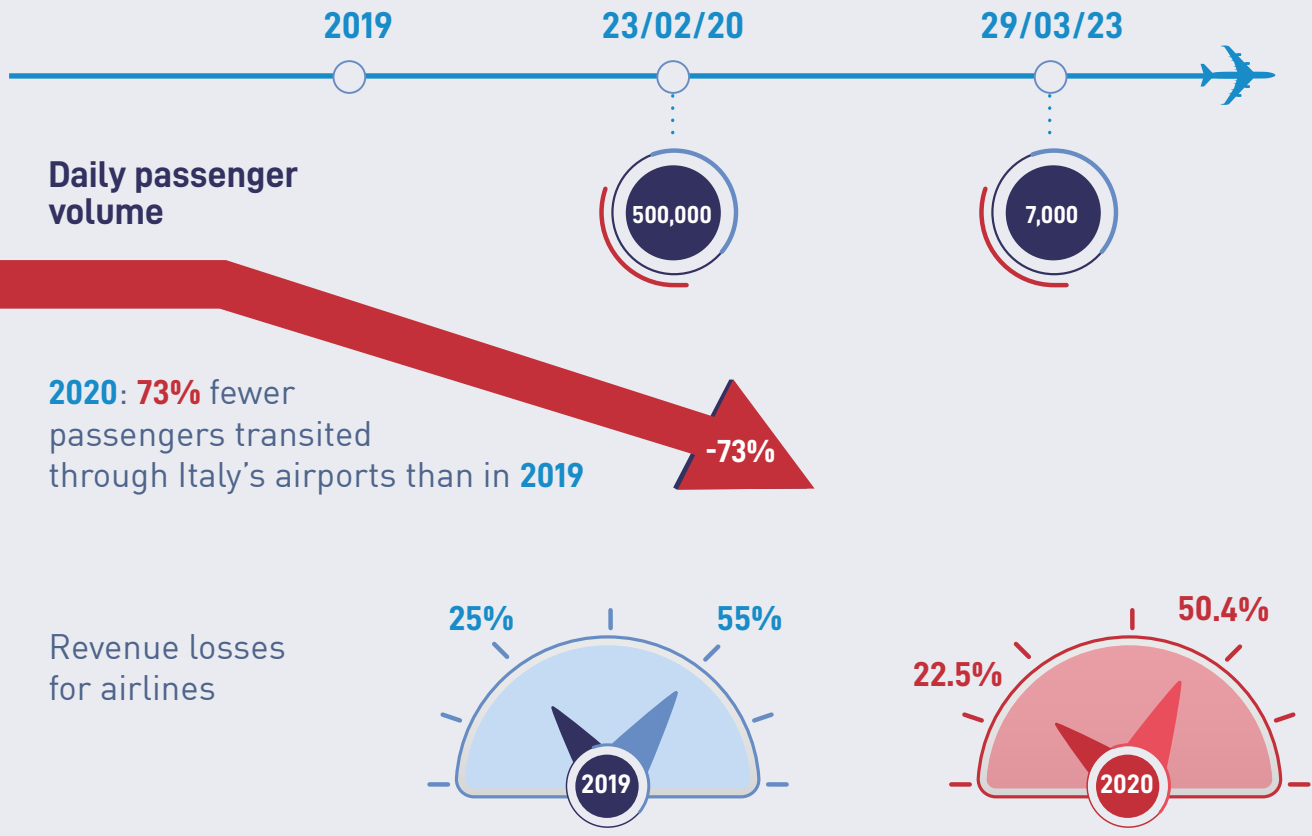
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Impact of COVID-19 and the Italian Response

KEY LEGISLATIVE RESPONSES

The pandemic caused the "vertical collapse" of passenger traffic in the sector:



"CURE ITALY" DECREE (MARCH 2020)

€ **350 MILLION EUROS** for direct support to airlines to maintain "territorial continuity"

€ **1.3 BILLION EUROS** to finance ITA

⊘ **ECONOMY-WIDE BAN ON LAYOFFS**

"RELAUNCH" DECREE (MAY 2020):

€ **130 MILLION EUROS** set aside to compensate airlines damaged by COVID

€ **€16 BILLION** allocated to the Wage Guarantee fund

⊘ **ARTICLE 203** (minimum wage) requires that all airlines operating in Italy, and their subcontractors, guarantee the minimum wage provided for within the industry-wide collective agreement at the national level.

SOCIAL SHOCK ABSORBERS

Employees whose hours were reduced during COVID benefited from

Normal wage supports available to all workers

A special Air Transport Sector Solidarity Fund

As a result of these approaches, air passengers in Italy experienced fewer delays and cancellations than other European hubs, where labour-shortages were more severe than in Italy.

ARRIVALS	
●	20'
●	-
●	10'
●	CANCELLED

DEPARTURES	
●	20'
●	-
●	CANCELLED
●	CANCELLED



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Case Studies

ARTICLE 203 OF ITALY'S "RELAUNCH" DECREE

Enacted by the Conte 2 government to relaunch the economy devastated by COVID

WHAT?
ARTICLE 203 ESTABLISHES THE BASIS OF A MINIMUM WAGE WITHIN THE AIR TRANSPORT SECTOR BY THE GOALS ARE TO:

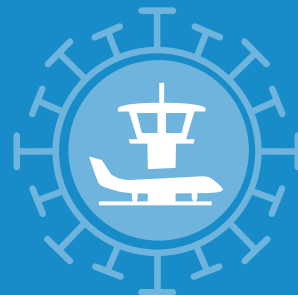
ESTABLISH A MINIMUM WAGE FOR THE SECTOR ALONG THE ENTIRE VALUE CHAIN

PREVENT SOCIAL-DUMPING WITHIN THE SECTOR ALONG THE ENTIRE VALUE CHAIN

STRENGTHEN SOCIAL DIALOGUE AND COLLECTIVE BARGAINING

Who?
"AIR CARRIERS AND COMPANIES THAT OPERATE AND EMPLOY PERSONNEL ON THE ITALIAN TERRITORY, AND THEIR SUBCONTRACTORS..."

How?
ARTICLE 203 REFERS TO THE "NATIONAL COLLECTIVE AGREEMENT NEGOTIATED BY THE COMPARATIVELY MOST REPRESENTATIVE SOCIAL PARTNERS AT NATIONAL LEVEL IN THE AIR TRANSPORT SECTOR," AS THE REFERENCE FOR THE MINIMUM WAGE IN THE SECTOR.



MARCONI AIRPORT OF BOLOGNA

A "CITY WITHIN A CITY"

7th LARGEST AIRPORT (PASSENGER VOLUMES) IN ITALY



3rd LARGEST (BEHIND MILANO MALPENSA AND ROMA FIUMICINO) IN TERMS OF CARGO VOLUMES



EMPLOYS A TOTAL OF 3,000 - 3,500



Marconi Airport managed by AdB, a majority publicly-owned joint stock company, listed on the Milan stock exchange.

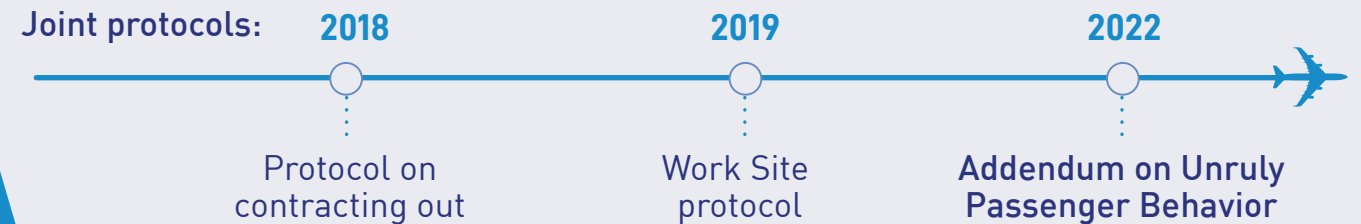
AdB holds an exclusive 40 year contract with ENAC for the management of the airport, which expires in 2046.

Air Transport Workers covered by the national Air Transport Sector CbA

Workplace Representation Structures: RSA & RSU

TRIPARTITE SOCIAL DIALOGUE AT THE MARCONI AIRPORT:

Social partners: City of Bologna, Metropolitan City of Bologna, AdB, CGIL, CISL, UIL, UGL



PROTECTING AIRPORT PERSONNEL FROM UNRULY PASSENGER BEHAVIOR

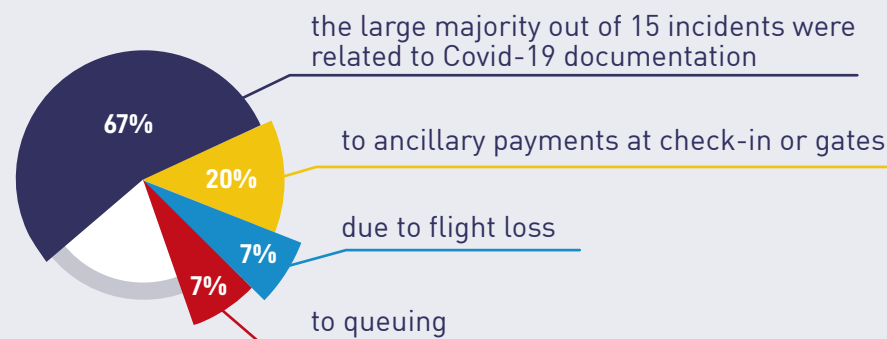
SUMMER 2021

Spike in aggressions follow resumption of air travel

OCTOBER 2021

Workers go on strike to highlight the problem of unruly passenger behaviour

UNIONS GATHER DATA: FROM NOVEMBER 2021 TO JANUARY 2022



Furthermore, the data showed that female employees are the most exposed to passengers' aggression

Social partners sign agreement to provide coordinated response among employers, law enforcement/security/military and workers

- New emergency hotline, active 24/7, to coordinate response to specific incidents
- Advertising campaign to discourage unruly passenger behavior
- Training for all employees in new safety procedure

Addressing Unruly Passenger Behavior in Marconi Airport, Bologna