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“CONTRATTO DI SETTORE”
- NATIONAL COLLECTIVE LABOUR AGREEMENT -
DEED OF AGREEMENT FOR THE SECTION OF “AIRLINES” FOREIGN CARRIERS
– EXTRACT TO BE INTEGRATED IN THE “SPECIFIC PART”

On 30th September 2015 c/o Cathay Pacific’s premises at Fiumicino Airport (RM),

Between

FAIRO, represented by Cristina Del Guerzo, President, Giulio Berardi, Secretary General, and by following members of its Executive Committee
Rosamaria Azenedo Lopez, Yurdagul Altinoz, Marina Crespi, Erica Peng

And

The following National Secretaries/Departments:

- FILT/CGIL represented by Messrs. Nino Cortorillo, Vincenzo Giorgio
- FIT/CISL represented by Messrs. Fiorentino Emiliano, Mauro Carletti
- UILTRASPORTI represented by Messrs. Marco Veneziani, Vittorio Truosolo
- UGL TRASPORTO AEREO represented by Messrs. Francesco Alfonsi, Fabio Paolucci

It has been reached the following agreement

The Parties, pursuant to what was convened on 25th march 2014, with the subscription of the “General Part” of the N.C.L.A. of air transportation industries (a.k.a. CONTRATTO DI SETTORE), have agreed what follows pertinent to the implementation of the “Specific Part”, Air Carriers section, applicable to “Quadri”, employees and blue-collars workers of the foreign air carriers operating in Italy represented and members of FAIRO, on active duty at the time of the stipulation of the present agreement.

Basic Monthly Salaries

With effect from **01/10/2015** the new basic monthly salaries renamed **CONGLOBATED SALARIES**, being comprehensive of the “C.o.L. indemnity” (**indennità di contingenza**), are the following:

	1/10/2015	1/01/2016
QUADRO	2,025.08	2,095.62
1	1,924.52	1,991.40
2a	1,839.50	1,903.33
2b	1,765.15	1,826.35
3	1,687.22	1,745.75
4	1,621.54	1,677.80
5	1,574.63	1,629.24
6	1,530.49	1,583.56
7	1,459.70	1,510.19
8	1,456.03	1,506.40

Within the month of November, as full compensation for the years **2013, 2014 e 2015 (limited to the period January/September 2015)** a lump sum (**“UNA-TANTUM”**) will be paid as per below details :

€900 for staff employed at level 1S

€850 for staff employed at levels 1-2a-2b

€800 for staff employed at levels 3-4-5-6-7-8

To those workers hired after 1/01/2013 the “forfeit” amount shall be paid proportionally to the months of service performed from the hiring date to the **30/09/2015**. The amount shall not be used for any calculation referred to any contractual institute, or for legal purposes.

The amount due shall be proportionally reduced for staff governed by a part-time contract.

Elemento Distinto FAIRO (E.D.F.) & Elemento integrativo di anzianità (EIA).

These actual salary institutes are superseded and rejoined in a new element “EDA” which will be ruled as follows:

Staff on active duty with at least 7 seniority increases:

The corresponding amounts are frozen and conglobated into a single salary element “EDA”

(Elemento Distinto Aziendale) that shall be paid on monthly basis and in the same amount currently received.

Staff on active duty with less than 7 seniority increases:

- **Who have achieved full “EDF” maturation**

Will receive an “EDA” (Elemento Distinto Aziendale) based on what already matured for “EIA” to which a further amount will be added equal to €1,50 for each seniority increase yet to be matured up to a maximum of 7 seniority increases. To the resulting amount, the matured “EDF” amount will be added. The “EDA (Elemento Distinto Aziendale) shall be paid on monthly basis and in the same amount currently received

- **Who have not achieved full “EDF” maturation**

Will receive an “EDA” (Elemento Distinto Aziendale) based on what already matured for “EIA” to which a further amount will be added equal to €1,50 for each seniority increase yet to be matured up to a maximum of 7 seniority increases. “EDF” shall continue to be received as a separate salary element until it reaches its full maturation, pursuant the progression established by the previous

NCLA. Once the full maturation is achieved the corresponding amount will be conglobated in the “EDA”. “EDA” (Elemento Distinto Aziendale) shall be paid on monthly basis and in the same amount currently received.

- **Who at time of stipulation of present Agreement have less than 2 years of service:**

Upon completion of their 24th month of service shall receive an “EDA” (Elemento Distinto Aziendale) based on the amount that will mature for “EIA” pursuant to the modalities of the 2010 NCLA.

“EDF” shall be paid as a separate salary element up to its full maturation, pursuant to the progression dynamic of the 2010 NCLA.

Once the full maturation is achieved the corresponding amount will be conglobated in the “EDA”. “EDA” (Elemento Distinto Aziendale) shall be paid on monthly basis and in the same amount currently received.

Staff to be hired:

All those employees hired AFTER the stipulation of the present Agreement will receive on monthly basis an “EDA” (Elemento Distinto Aziendale) equivalent to €180. This amount shall be paid in full after the completion of 3 full years of active duty.

PREVAER (supplemental social security)

The contribution quantity is raised from the current 1% to 2% starting from 01/10/2015 and it shall apply also to staff ruled by temporary contract.

INSURANCE

In addition to what currently foreseen, entirely repropesed for renewed NCLA up to 31/12/2016, the parties agree to bind themselves for the possible introduction of a collective medical-sanitary policy that should be applicable to all staff of the foreign carriers members of FAIRO, taking into consideration possibly better and more favourable conditions already active with single member carrier.

The policy shall be introduced starting from dal 1/1/2017.

Start date and duration

The present NCLA will be valid for 4 years from 1/01/2013 through 31/12/2016.

The economic and rules benefits shall be limited and applicable only to staff on active duty at time of stipulation of the present Agreement.

The Parties agree to complete the draft of the definite text of the “Specific Part” within the month of November 2015, for the purpose of the draw up of the contractual norms.

Read, confirmed, and countersigned

FAIRO

FILT/CGIL

FIT/CISL

UILTRASPORTI

UGL TRASPORTO AEREO