

SECTOR CONTRACT
NATIONAL COLLECTIVE LABOUR AGREEMENT
MEMORANDUM OF UNDERSTANDING FOR THE AIR CARRIERS SECTOR
FOREIGN AIRLINES

ON DECEMBER 5, 2022, THE FOLLOWING PARTIES MET:

FAIRO DELEGATION IN THE PERSONS OF CRISTINA DEL GUERZO, PRESIDENT, GIULIO BERARDI, SECRETARY GENERAL, TOGETHER WITH THE FOLLOWING MEMBERS OF THE FAIRO EXECUTIVE COMMITTEE: ALBERTO NANNI, AUDE CECILE, ACCOMPANIED BY DR. DAVIDE GREPPI, AND REPRESENTING THE CARRIER TURKISH AIRLINES (MEMBER OF THE EXECUTIVE ITSELF), LAWYER RAOUL BARSANTI.

AND THE NATIONAL SECRETARIATS/DEPARTMENTS OF:

FILT/CGIL IN THE PERSONS OF FABRIZIO CUSCITO, GIANNI PLATANIA, FEDERICA RICCI

FIT/CISL IN THE PERSONS OF MONICA MASCIA, VINCENZO GIORGIO

UILTRASPORTI IN THE PERSONS OF IVAN VIGLIETTI, SIMONE DE CESARE

UGL TRASPORTO AEREO IN THE PERSONS OF FRANCESCO ALFONSI, FABIO PAOLUCCI, MARCO DI DOMIZIO

THE FOLLOWING HAS BEEN AGREED:

FOLLOWING THE EXCHANGES OF CORRESPONDENCE, AND VARIOUS COLLATERAL MEETINGS, BOTH IN PRESENCE AND IN VIDEO CONFERENCE MODE, THE SPECIFIC PART OF THE FAIRO CCNL WAS RENEWED FOR THE PERIOD 01 JANUARY 2017 – 31 DECEMBER 2022.

THIS AGREEMENT IS VALID FOR MIDDLE MANAGERS, WHITE AND BLUE COLLARS EMPLOYEES OF FOREIGN AIRLINES OPERATING IN ITALY AND AFFILIATED TO FAIRO, IN FORCE ON THE DATE OF SIGNING THIS AGREEMENT.

MINIMUM MONTHLY WAGES

WITH EFFECT FROM 1-12-2022 THE NEW MINIMUM MONTHLY SALARIES WILL BE AS FOLLOWS:

	BASIC PAY	SUPERMIN	TOTAL	INCREASE	BASIC PAY	SALARY
	01/01/- 31/12/2016	FAIRO			01/12/2022	SCALE
				7,8917%		
PICTURE	2.095,62	118,79	2.214,41	174,76	2.270,38	120,52%
1	1.991,40	108,46	2.099,86	165,72	2.157,12	114,28%
2a	1.903,33	100,71	2.004,04	158,15	2.061,48	109,07%
2b	1.826,35	95,03	1.921,38	151,63	1.977,98	104,57%
3	1.745,75	91,67	1.837,42	145,00	1.890,75	100,00%
4	1.677,80	88,31	1.766,11	139,38	1.817,18	96,12%
5	1.629,24	85,22	1.714,46	135,30	1.764,54	93,31%
6	1.583,56	82,63	1.666,19	131,49	1.715,05	90,68%
7	1.510,19	74,89	1.585,08	125,09	1.635,28	86,27%
8	1.506,40	74,89	1.581,29	124,79	1.631,19	86,06%

ONE-OFF PAYMENT

FOR THE PERIOD 1-1-2017/30-11-2022 A GROSS "ONE-OFF" SUM WILL BE PAID BY DECEMBER 2022, AS COMPLETE SETTLEMENT, EQUAL TO:

€1950 FOR EMPLOYEES CLASSIFIED IN LEVEL Q (1S)

€1850 FOR EMPLOYEES IN LEVELS 1-2ND-2B

€1750 FOR EMPLOYEES IN LEVELS 3-4-5-6-7-8

TO WORKERS HIRED AFTER 1-1-2017 THE ONE-OFF PAYMENT WILL BE PAID IN PROPORTION TO THE MONTHS OF SERVICE PROVIDED; THE ENTIRE MONTH BEING THE FRACTION OF A MONTH EXCEEDING 15 DAYS; FROM THE DATE OF RECRUITMENT TO 30-11-2022. THE ONE-OFF PAYMENT HAS NO EFFECT ON ANY CONTRACTUAL OR LEGAL INSTITUTION INCLUDING SEVERANCE PAY.

THE ONE-OFF PAYMENT IS PRORATED BASED ON THE REDUCED WORK PERFORMANCE FOR STAFF WITH PART-TIME CONTRACTS.

FOR THE PURPOSES OF THE ONE-OFF PAYMENT, CLASSIFICATION LEVELS AND PART-TIME PERCENTAGES AS AT 30/11/2022 WILL BE TAKEN INTO ACCOUNT.

ANY ABSENCES IN THE PERIOD 01/01/2017 – 30/11/2022 WILL HAVE NO EFFECT FOR THE PURPOSE OF CALCULATING THE ONE-OFF PAYMENT.

PREVAER

THE COMPANY CONTRIBUTION IS RAISED FROM THE CURRENT 2% TO 2.5% STARTING FROM 1-12-2022 AND IS ALSO VALID FOR FIXED-TERM STAFF

NOTE TO THE MINUTES

THE PARTIES AGREE TO MEET BY 30 JUNE 2023 TO START THE REVIEW AND POSSIBLE REVISION OF THOSE ARTICLES OF THE SPECIFIC FAIRO PART THAT MAY REQUIRE IT, IN PREPARATION OF THE RENEWAL OF THE SAME, WHILE TAKING INTO ACCOUNT THE EVOLUTION OF THE NEGOTIATION AIMED AT THE RENEWAL OF THE GENERAL PART, COMMON TO ALL EMPLOYERS ASSOCIATIONS AND TRADE UNIONS.

FAIRO

FILT CGIL / FIT CISL / UILT / UGL T.A.

NOTE: This is a courtesy translation.

The Italian text of the present Memorandum of Understanding shall be the only authentic text for the interpretation thereof.