

# Intesa San Paolo

## Trade Union Alliance – DRAFT Framework



### Purpose of the TUA

The Intesa San Paolo UNI Global Union Trade Union Alliance (hereafter TUA) aims to develop strong coordination, build trade union capacity and increase union density among the UNI Finance Affiliates based on shared values and objectives, strengthen communication and cooperation, implement action coordinated and supported by UNI Finance and improve global and local labour relations with the company.

The TUA is composed of free, independent and democratic trade union members of UNI Global Union.

The TUA expresses the commitment of the trade unions at Intesa San Paolo to work together at international/European level. The TUA is established to organise and build the collective power of working people where Intesa San Paolo is present, and to promote and defend their rights and common interests with respect to both corporations and states.

The Intesa San Paolo TUA will provide a platform to support trade union members as regards organising, national and international coordination, administrative and political skills, as well as promoting the negotiations of collective agreements at national level by UNI Finance affiliates and a Global Agreement which aims to secure the same good standards, rights and principles for all co-workers at Intesa San Paolo. The TUA will ensure consistency of action and communication at global, regional and national level.

### Members of the TUA

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The TUA is open to all UNI Finance affiliated trade unions. The TUA will assess possible co-operation with representative trade unions in Intesa San Paolo not yet affiliated to UNI Global Union and will look into the opportunity to affiliate them.

### Principles

The Intesa San Paolo TUA is a democratic association built on solidarity, mutual respect, inclusiveness, equal treatment of all members and consensus building.

### TUA coordination

The Intesa San Paolo TUA will be jointly coordinated by UNI Global Finance and UNI Europa Finance. A coordination group will be set up in order to help UNI with practical tasks.

The coordination group includes one representative from each of the European trade union members of the Intesa San Paolo TUA.

### Goals of the TUA

Communication and campaign coordination:

- The TUA will build a strong network amongst its members to exchange and promote good practice regarding working conditions and labour relations, in order to have the same good standards implemented for all workers at Intesa San Paolo.
- The TUA will facilitate regular communication amongst its members by:
  - Creating a mailing list for the TUA;
  - Facilitating regular information exchanges amongst its members;
  - Holding regular conference calls and meetings;
  - Involving TUA members in joint media and communication strategies;
  - Developing online communication materials and publishing related information.
- The Intesa San Paolo TUA will seek to increase the leverage of its members by:
  - Carrying out joint activities and collective actions;
  - Building a solidarity network to respond to the impacts of restructuring in Europe;
  - Promoting information sharing at national, regional and global level, especially regarding corporate research, collective agreements, working conditions, good practice, etc.;
  - Cooperating with other trade unions if their affiliates also organise members in the company;
- The Alliance will develop a strategy and workplan to increase the visibility and added value of UNI Finance action towards the company and its employees.

### Social Dialogue

- In coordination with UNI Finance, the Intesa San Paolo TUA will work closely with the affiliated unions in Intesa San Paolo, in order to establish a European Works Council, to strengthen the relationship with the company and facilitate the emergence of EU-wide agreements.
- As far as the point above is concerned, the Intesa San Paolo TUA will benefit from the work done in 2016/2017 in the framework of the EU Project 2015/0359 - specifically, the meetings implemented by the Italian trade unions in the group and at their national level (as well as their contacts with the Central MGT)

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which actively involved the unions from the other countries of the group together with UNI Finance, particularly in terms of the engagement to set up the EWC.

- The Intesa San Paolo TUA aims to be a constructive social partner for the company at European level. It will work in cooperation with UNI Global Union, seeking to negotiate a global agreement with Intesa San Paolo and to work closely with the company.
- When there are meetings with the company, the TUA will advise UNI Global Union about the composition of the delegation and issues to be raised.
- Every member of the negotiating delegation will have the formal mandate of his/her national union as well as of UNI Global Union.

### Organising and Collective Bargaining

- The TUA will seek to grow free and democratic trade unions to give Intesa San Paolo workers a union voice.
- The TUA will support the development of strong trade union representation and for those unions to build a constructive social dialogue and negotiate collective agreements with Intesa San Paolo in every country where they are present.
- The TUA members will support each other in organising more workers into trade unions and in seeking recognition for effective representation of those workers.
- The TUA will promote the exchange of good collective bargaining practices. If necessary and desired, it will assist TUA members in their negotiations.