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CHAPTER 50

THE FIAT AGREEMENT – 1980

1. The redundancy notices for the 14,479 workers are to be withdrawn.
2. A “state of crisis” is to be declared in the auto industry (to last from October 1980 to December 1981). Under Law 675 this will permit government money to be used to provide a layoff fund. 23,000 FIAT workers (out of a total workforce of 150,000) to be laid off from 6 October 1980 to 6 January 1981.
3. Alternatives to redundancies are to be put into effect. A block on new starters (in other words, “natural wastage”); early retirement; inter-plant internal mobility for workers, between FIAT’s various factories in Piedmont.
4. Assembly line workers in Mirafiori Body Plant, on the 131 and 132 lines, to be put on rotating layoffs.
5. Retraining schemes to be set up for the laid-off workers, in part funded by the Italian government, on the basis of a pilot project set up by the Piedmont regional administration.
6. The situation of the labour market to be examined every 3 months by a joint meeting of the local Employment Office, the Employers’ Association and the Trade Unions.
7. A joint meeting to be held on 30 June 1981, to ascertain the state of the Company and the market. If the situation has not improved, discussions to follow, regarding the adoption of the measures necessary to balance surplus stockpiles. If necessary, there will be a “negotiated agreement” on external mobility, by which “surplus” workers can be shifted to other plants, to jobs within their grading classification.
8. The process of “labour mobility” must take into account technical and productive factors, plus a worker’s length of service in the factory, and the family situation of the workers concerned.
9. FIAT will re-employ workers still laid off at 30 June 1983.
10. There is to be no transfer of workers from plants in the North of Italy to plants in the South.
11. In January 1982, the effects of the alternative measures outlined in (3) above will be assessed, and parallel reductions in mobility may be decided.

[Translated from *La Repubblica*, 16 October 1980]

Translated by Ed Emery

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