

Because the protocol between Leonardo and trade unions helps the economy. The lawyer speaks Cafiero



Labor lawyer **Ciro Cafiero explains the agreement reached by Leonardo with the unions to regulate the measures against Coronavirus in the plants. Two days of closure for the sanitization and remodulation of the shifts are "striking" measures that "other realities, still behind, should follow". Protecting work "means fighting the fear and panic in which the country has fallen victim"**

"An excellent compromise between the protection of the right to work, the protection of production and the protection of health, which sets a target that many companies, still behind, must look at". This is how the lawyer **Ciro Cafiero** of the **Cafiero-Pezzali** and associates law firm describes the company protocol signed by Leonardo with the national secretariats of the trade unions **Fim**, **Fiom** and **Uilm** to regulate measures against the spread of Coronavirus in the workplace. "Sharing choices - said **Alessandro Profumo** - is the right way to grow together". And so, the agreement between Leonardo and the unions rests on two points: the priority to protect public health and the opportunity to avoid the complete interruption of industrial operations, even more true for a company that provides services related to defense and national security.

THE PROTOCOL

According to the protocol, the continuation of the One Company's production activities "will presuppose a punctual assessment of the conditions that ensure people the prescribed levels of protection", starting from the distance of at least one meter between workers. From this derives an

operational plan until March 25th. In detail, today and tomorrow activities have been suspended in all plants, offices and offices to allow sanitization of the premises. However, the "essential" activities are guaranteed, those for the safeguarding and continuity of the IT systems and infrastructures, as well as the freight forwarding services and the commitments made to customers, in addition, of course, to the activities related to public utility, safety, health and Armed forces.

THE MEASURES PROVIDED

Then, from Wednesday to March 25, each division (shared with union representatives) will identify the suspensions and reductions to be made, as part of a progressive and partial reactivation of operational activities. The coverage of the absence for workers will take place, inter alia, through accumulated holidays, paid leave and recovery permits. There is also the possibility of modulating shifts to reduce contacts, as well as the setting up of a specific Committee which has the task of verifying the application of the rules provided by the protocol.

BETWEEN PRODUCTION AND HEALTH

"Certainly - Cafiero explained - the agreement represents a positive step, since it represents a compromise halfway between the protection of the company's production, which cannot fail in any way, and the protection of the health of workers as well as provided for by Legislative Decree 81 of 2008 ". The matter is not an easy one. "The Coronavirus emergency puts us in front of scenarios never seen before, which for the first time face the world of work, forcing us to rethink production from a participatory perspective." The compass for orientation remains the Constitution. The protocol between Leonardo and the unions in fact moves "between articles 46 and 32 - notes the lawyer - and, on the one hand, calls on the workers to do everything possible not to slow down production, on the other hand it strictly protects against risk the spread of a previously unknown virus ".

THE "EXCELLENT" MESSAGES

In the fight against Coronaviurs, the company in Piazza Monte Grappa is therefore for Cafiero "an example to follow for everyone", starting from the two days of suspension dedicated to sanitizing the rooms. "It is significant that the measure comes from a multinational company with very intense production rates; it is an example that every company should follow ". The other "striking" message is about the shift work shift. "For Leonardo - added the lawyer - it means giving up part of the production to protect workers from the risk of contagion".

STARTING FROM WORK

In this particular contingency, Cafiero remarked, "it is important to protect the right to work; it, as the Constitution once again teaches in articles 1, 3, 4 and 36, is a means of developing the human person, even in situations like this ". Therefore, "protecting work in factories or through the formula of smart working for other realities, means counteracting the fear and panic in which the country has fallen victim". Only work, added the lawyer, "allows us to imagine the future, to give us horizons of meaning and to let, as Pope Francis says, the person flourish". In this sense, the protocol signed by Leonardo and the trade unions represents "an excellent compromise between the protection of the right to work, production and health which sets a target that many companies, still behind, must look at".