

The Group VERONESI



NEWCHALLENGES



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National Secretary FAI CISL
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- The Veronesi Group, the fourth largest in the Italian agri-food sector by turnover, national leader for the production of foodstuff under the Veronesi brand. The group can boast a European leadership in the AIA brand poultry production and in the Negrone and Fini cold cuts production.
- The group employs 8415 employees,



The structure of the Group:

- AGROZOOTECNICA DIVISION
 - 21 locations: 7 feed mills
 - 10 farms
 - 4 hatcheries
- FOOD DIVISION
 - 15 production sites (Veneto, Lombardy, Friuli Venezia Giulia, Emilia Romagna)

Employment

N dipendenti diviso per categoria	Esercizio 2018	Esercizio 2017	Variazione
DIRIGENTI	69	71	-2
IMPIEGATI	1.216	1.183	33
OPERAI	7.130	6.758	372
TOTALE	8.415	8.012	403

N dipendenti (operai /impiegati) diviso per genere e tipologia contrattuale al 31/12/2018	Tempo indeterminato	Tempo determinato
UOMINI	3913	1474
DONNE	1943	1085
TOTALE	5856	2559



Some economic data

RICAVI DELLE VENDITE E DELLE PRESTAZIONI

(in migliaia di euro)

Composizione del fatturato per settore di attività	Esercizio 2018	Esercizio 2017	Variazione
Ricavi delle vendite e delle prestazioni	2.972.545	2.976.821	-4.276
SETTORE AGROZOOTECNICO	296.477	324.892	-28.415
SETTORE MANGIMI	363.356	348.713	14.643
SETTORE ALIMENTARE	2.312.712	2.303.216	9.496

Composizione in percentuale del fatturato per settore di attività	Esercizio 2018	Esercizio 2017	Variazione
SETTORE AGROZOOTECNICO	9,98%	10,91%	-0,93%
SETTORE MANGIMI	12,22%	11,72%	0,50%
SETTORE ALIMENTARE	77,80%	77,37%	0,43%



- The peculiarity that distinguishes the Veronesi group, both as regards the poultry and pigmeat sector, lies in the fact that it uses almost exclusively raw materials from Italian farms unlike other meat sectors, in which to cope with the Italian production deficit, the import from third countries of live animals destined for fattening or slaughtering fresh or processed meat is used.
- Another characteristic element of the group is the strong integration between its various production phases (breeding, supply of production inputs, hatchery, incubators, withdrawal and slaughtering, transformation, distribution / logistics).

Trade union relations:

- The union membership rate in the group is around 30% of the workforce (mainly concentrated in the working class)
- RSU is present in almost all plants
- Fai holds the majority share of both RSU and members (40%)

Trade union relations, information and consultation:

Level of national coordination and regional thematics:

It previews at least two meetings per year.

Company performance, from a commercial and production point of view;

Company results;

Particularly relevant investments;

Employment issues and contractual types;

Procurement and outsourcing, which have significant employment consequences.

Parties involved: Coordination of RSU, Provincial, regional and national trade union organizations, company management.

Trade union relations, information and consultation:

Plant level issues:

- Working hours;
- Professional classification of personnel;
- Salary by objectives (monitored by a joint commission).
- Parties involved: RSU and trade union organizations, factory management.

- Department level Issues:

- Health and safety issues;
- Production organization of the department.
- Parties involved: RSU and trade union organizations, factory management : Departmental or area RSU, foreman.

Trade union relations, information and consultation, cooling procedure:

Should disputes arise from the interpretation and application of company agreements, the directly higher levels of the parties involved in the dispute (both employers and trade unions) will meet promptly within 5 working days to reach an effective solution to the dispute and thus restore correct relations between the parties.

The case:

One of the main issues addressed in the last fifteen years has been that of investments. The group's philosophy has always been: "in the years of crisis you have to invest". To obtain the resources to invest, the group shared a strategic choice with the trade unions, that of outsourcing the parts of the so-called "non-core business" process. The strategy adopted was to proceed gradually, as investments were made. and the volumes were consolidated, the people made redundant in the contracted areas were relocated to the production departments before proceeding with a next step. In this way it was possible to lower production costs without generating redundancies.



The case:

The methodology

1. The client company has informed the trade unions of its intention to subcontract some activities, in compliance with art. 4 of the CCNL Food Industry;
2. Trade union organizations have requested certification of the authenticity of the contract through the University of Modena;
3. The trade union organizations consulted the legal consultants and the labour inspectorate of Verona to verify that the subcontracted activities were consistent with the contractual provisions;
4. The trade union organizations have requested to enter into specific agreements with the contracting companies to protect workers (correct application of the national reference contract stipulated by the trade union organizations that are comparatively more representative at national level, correct professional status).
5. Management of the redundant staff of the company by relocating them to other departments and / or production sites.



The case:

The binding rules for subcontracting established by the company collective agreement:

1. The application of the CCNL of the food sector for workers employed in activities directly related to the production process and for subsequent ones, of a secondary nature;
2. Introduction of a coordination between representatives for health and safety of the companies operating within the same production site with periodic meetings to share experiences and knowledge on health and safety aspects;
3. Access for workers of subcontractors to corporate services offered by the company to its employees, such as: the canteen, automatic distribution, online purchases.

Results achieved:

1. Continuous monitoring of subcontracted activities;
2. Greater protection for workers of subcontractors;
3. Greater flexibility for the company and improvement of the group's economic performance;
4. Greater investments;
5. Enlargement of the employment base (The workers employed in the subcontracting companies were in 2018 1.811 of which 1.755 men and 56 women).