



## VODAFONE REACHES AGREEMENT WITH UNIONS ON TELECOMS SECTOR CONTRACT

### *COMPANY AND CONTRACT CONDITIONS CONFIRMED AND IMPROVED*

#### **Maternity and study leave provisions strengthened, whilst Company's contribution to supplementary pension fund to be increased**

*Rome, November 27, 2003* – Vodafone Italia and the unions representing workers in the telecommunications sector (the National Secretaries of the SLC-CGIL, FISTEL-CISL, UILCOM-UIL unions and the National Coordinating Committee of Shop Stewards) have reached agreement on the regulations to replace the company contracts valid until December 31, 2002, which expired following the migration from the Engineering Workers' Contract to the Telecommunications Workers' Contract.

After the break-down of negotiations with the engineering workers' unions at the end of last March, the Company had in any event unilaterally introduced the improvements applied until such time, in accordance with agreements held to be the property of everyone within the Company and the result of negotiations with the unions.

Vodafone Italia is extremely satisfied with the agreement reached thanks to the mutual commitment and willingness of the parties concerned.

Migration to the Telecommunications Workers' Contract has led to the confirmation and improvement of certain aspects from an economic and regulatory point of view, such as:

- **application of former Olivetti salary increments to all staff;**
- **safeguards for working mothers** (100% top-up of fixed and variable pay during obligatory period and for a subsequent further 4.5 months of optional leave);
- **childcare leave** (possibility of leave for parents up to a maximum of 6 consecutive months for each child);
- **payments for extra work, overtime, work during holiday periods and night shifts** improved with respect to contract conditions;
- **paid study leave**, designed to improve personal development via courses held at public or legally recognised institutes;
- **paid leave days**, in addition to the three provided for in the National Collective Contract, in order to sit university exams;
- **increase in Company contributions to the supplementary pension fund;**
- **internal solidarity fund confirmed.**

The new agreement, which follows on from the agreements of July 25, signed during the first meeting with the telecommunications workers' unions, confirms the importance that Vodafone Italia gives to industrial relations, in accordance with our aim of achieving a transparent, constructive and realistic combination of the needs and duties of the parties represented.