

Alstom Services signs a new agreement for the 2024-2027, focusing on performance bonuses, health and safety, training, welfare, and smart working for employees in Italy

- A new agreement involving over 600 employees
- Improvements in performance bonuses, health and safety services, and new paid leave provisions, including additional days for paternity leave
- A new regulation allowing up to 10 days of remote work per month to promote a better work-life balance

08 November 2024 – Alstom Services, engaged in maintenance, major and minor repairs, and support for rail rolling stock, has signed a new agreement for the 2024-2027 period with the trade unions Fim-Cisl, Fiom-CGIL, Uilm-Uil, and the RSUs of the sites and deposits where established.

Among the measures included in the new agreement are an increase in the performance bonus linked to achieving profitability, productivity, and quality targets, as well as new services for health and safety, training, welfare, and smart working.

The recently signed agreement represents an important step for the over 600 employees engaged at the four main Services sites and more than 35 depots across Italy. Among the key innovations is the renewal of the Solidarity Leave Bank, through which the company commits to providing a maximum of 40 hours for assistance to minor children and/or family members in situations of severe need. Additionally, beyond what is already contractually stipulated at the national collective labour agreement level, the company has provided financial recognition for employees who perform extraordinary maintenance activities outside their own site or depot.

As part of this agreement, more flexible work organisation methods have also been introduced, such as the option for maintenance operators who are not eligible for smart working to undergo training remotely, thereby supporting a better work-life balance.

Initiatives for Workers' Health and Safety

In a perspective of continuous improvement, the parties recognise the fundamental importance of health and safety in the workplace. An active involvement of workers in organising prevention activities will be promoted to strengthen safety and well-being on the job. Furthermore, a pilot annual training meeting called 'EHS Workshop' will be introduced, dedicated to safety, with the aim of exploring specific topics and sharing best practices in the industry.

Performance Bonus and Welfare

The new agreement includes a performance bonus based on the achievement of specific objectives, such as increasing profitability, productivity, and quality. It introduces incentive measures in case of

conversion into welfare and increases the welfare contribution provided by the relevant national collective labour agreement. The agreement stipulates an annual disbursement in the form of welfare.

Leave Days and Hours

The new regulation provides for 48 hours of paid leave per year for medical visits and assistance to family members. Additionally, the company is offering five extra days of paid paternity leave, which are in addition to what is established by law.

New Smart Working Policy

A new smart working policy has been introduced, following the example already implemented in Alstom Ferroviaria. The new regulations allow for the possibility of working remotely for up to 10 days per month. This flexibility integrates with all the leave provisions stipulated in contracts and regulations, ensuring employees a better work-life balance.

Alstom

Alstom commits to contribute to a low carbon future by developing and promoting innovative and sustainable transportation solutions that people enjoy riding. From high-speed trains, metros, monorails, trams, to turnkey systems, services, infrastructure, signalling and digital mobility, Alstom offers its diverse customers the broadest portfolio in the industry. With its presence in 64 countries and a talent base of over 84,700 people from 184 nationalities, the company focuses its design, innovation, and project management skills to where mobility solutions are needed most. Listed in France, Alstom generated revenues of €17.6 billion for the fiscal year ending on 31 March 2024.

For more information, please visit www.alstom.com.

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