

PROVINCIAL LABOUR CONTRACT FOR AGRICULTURAL WORKERS
IN THE PROVINCE OF VERONA
January 1st, 2020 December 31st, 2023

CONFAGRICOLTURA VERONA FEDERAZIONE
PROVINCIALE COLDIRETTI CONFEDERAZIONE
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valid from 01/01/2021

PROVINCIAL LABOUR CONTRACT FOR AGRICULTURAL AND FLORICULTURAL WORKERS
IN THE PROVINCE OF VERONA

- Text updated in compliance to all supplementary agreements and amendments as of 31/08/2021 -

between

Confagricoltura Verona, as represented by its chairman Paolo Ferrarese assisted by its director Luigi Bassani and the union office manager Laura Galvani;
the Coldiretti Provincial Federation of Verona represented by its president Daniele Salvagno, assisted by its director Giuseppe Ruffini and the union office manager Maria Assunta Casato;
the Confederazione Italiana Agricoltori di Verona (Verona section of the Italian farmers confederation), as represented by its president Andrea Lavagnoli assisted by its director Marta Turolla and the union office manager Laura Ferrin

and

FAI-CISL, as represented by its provincial secretary Matteo Merlin assisted by Maurizio Tolotto
FLAI-CGIL, as represented by its provincial secretary Maria Pia Mazzasette assisted by Luigi Santoni and Samba Sarr
UILA-UIL as represented by its provincial secretary Daniele Mirandola assisted by Alberto Arcozzi

Art. 1 Subject of the contract

The present Provincial Collective Labour Agreement (PCLA) regulates the work relationships between agricultural-sector employers, either individual or associated, and co-operative societies on one side, and agricultural workers on the other, as per the National Collective Labour Agreement (CCNL) of June 19th, 2018.
The PCLA also applies to the companies that perform maintenance to public or private green areas as well as to agritourism activities, floriculture farms, wildlife hunting reserves and aquaculture.

Art. 2 Duration and termination of the contract

This agreement, with the exception of the points that expressly provide for a different effective date, shall be effective from 01.01.2021 to 31.12.2021 for the economic part and from 01.01.2020 to 31.12.2023 for the regulative part and shall be deemed tacitly renewed from year to year, unless notice of termination is sent by either of the contracting parties at least five months before the expiration date, by registered letter with

return receipt.

The terminating party shall notify the other party of the new proposals at least four months before expiration, and the discussion thereof and on any counterproposals shall commence no later than one month after their submission.
The present Contract shall retain its effectiveness until a new one comes into force.

Art. 3 Ente Bilaterale (Bilateral Body)

Pursuant to art. 8 of the National Collective Labour Agreement for agricultural and floricultural workers stipulated on May 25th, 2010 and to art. 34 of the Provincial Labor Contract stipulated on October 17th, 2012, taking into account law no. 30/2003 and legislative decree no. 276/2003, a Bilateral Body was established on the initiative of the agricultural employers' and trade union organizations and was named "AGRI.BI. ENTE BILATERALE PER L'AGRICOLTURA VERONESE", whose tasks are:

- a) (a) supplementing the compulsory welfare in case of illness or accident and, in general, supplementing the state aid for workers within the agricultural sector of the Province of Verona in compliance with trade union agreements;

- b) providing, subject to financial availability, additional treatments and benefits in favor of the agricultural workers in the Province of Verona;
- c) observing and monitoring agricultural labor market trends in the Province of Verona, also with reference to equal opportunities;
- d) implementing services and adopting tools with a view to a more extensive and better employment, by introducing serviced for matching labour supply and demand;
- e) supporting actions and participating in activities to contrast undeclared employment and labor exploitation in the agricultural sector, also through transparent matching of labour supply and demand;
- f) promoting and supporting the implementation of training for workers in the agricultural sector in the Province of Verona;
- g) promoting and fostering measures to improve occupational safety in the agricultural sector in the Province of Verona;
- h) carrying out studies, research, training and publishing activities pertaining to institutional tasks;
- i) collecting on behalf of employers' associations and trade unions the contribution for contractual assistance provided for by art. 35 of the Provincial Labour Agreement;
- j) performing further functions that the Parties may deem appropriate for the improvement of labour relations.

To enable the Bilateral Body to ensure and provide the above-mentioned benefits and welfare as well as to carry out the other activities for which it is responsible, a contribution is established as follows:

- ☐ 0.55 % of taxable wages for social security purposes, payable by employers*
- ☐ 0.35 % of the taxable wages for social security purposes, payable by employees until 06/30/2021, which will be then increased to 0.40 % as of 07.01.2021*

*The percentages are up-to-date with respect to the agreements signed between the parties to this PCLA on 25/03/2021 and 13/07/2021

The benefits provided for in this article and in the following art. 35 and art. 36 of the present Agreement represent a contractual right of each worker. Therefore, any worker employed by a company that does not adhere to the bilateral system and does not pay the relevant contributions is entitled to direct payment of equivalent benefits by the company itself.

By joining bilaterality and complying with the relevant contribution obligations, the companies fulfill all their obligations in this regard towards the workers.

If an employer fails to pay the contributions provided for in articles 35 and 36 of the present PCLA to the Body referred to in art. 3, shall, as of January 1st, 2013, be required, without prejudice to the obligation to pay

to the worker equivalent benefits, to provide workers with an additional share of salary - exempted from severance pay calculation - corresponding to the result of the application of the percentages mentioned in articles 35 and 36 of the present agreement to the actual salary of the individual worker

Note for the record

The parties, also in light of the recent Agricultural Gangmaster System Act, undertake to promote concrete actions to guarantee lawfulness as well as health and safety in the workplace, through the bilateral system

and also by identifying and implementing good practices that enhance and foster the agricultural sector business and the workers' activities.

Art. 4 Part-time employment relationship

Based on the provisions of the last paragraph of art. 17 in the National Collective Labour Agreement (CCNL) of June 19th, 2018, in order to facilitate the meeting of labour supply and demand and to respond to flexibility needs of the agricultural industry, a reduction of the

minimum hour limit for part-time work from 24 to 16 hours per week was stipulated for the following tasks:

- ☐ poultry catching
- ☐ egg picking
- ☐ table service, cleaning and tidying rooms, preparation, upon pre-established order, of food, within agritourisms.

Art. 5) Rehiring

In addition to the provisions of art. 20 of the National Collective Labour Agreement (CCNL) of June 18th, 2018, it is hereby stipulated that workers who have exercised the right to rehiring provided for in art. 8-bis of law 79/83, as amended, shall be summoned by the company with sufficient notice.

Art. 6 Transformation from temporary into permanent contract

Supplementing art. 23 of the National Collective Labour Agreement of June 18th, 2018, the following is hereby stipulated:

- a) The employer bears the burden of proof that they have offered the employee the chance to get a permanent contract, upon the expiration of the 180th day.
To the worker who fails to exercise such right within 10 days, the employer shall repeat the communication mentioned above by registered letter with return receipt.
Any further failure to respond, within five days, shall be considered as tacit waiver, by the worker, to exercising the right to obtain a permanent contract and as their implicit option for the continuation of the existing temporary relationship. It is understood that the worker (if in the meantime no formal interruptions in the employment relationship have occurred) may at any time request the transition to a permanent contract.
In the event that the worker does not sign the permanent contract, they shall sign the declaration of option for the continuation of the existing temporary relationship (see annex B)
- b) In the absence of such declaration of option, or of the proof offer to the employee of the opportunity to transform the relationship from a temporary into a permanent one, by registered letter with return receipt, the worker shall be considered to be on a permanent contract. In that case, the third collective contractual allowance paid to the worker as per the temporary contract shall be considered a partial advance payment of the actual allowance that would be paid to permanent workers.
- c) In the event of transformation of the employment contract from temporary into permanent, the length of service as permanent worker will start counting from the day of the transformation.

Art. 7 Hiring by work phase

According to the provisions of art. 13 of the National Collective Labour Agreement (CCNL) of June 18th, 2018, in the case of hiring by "work phase," the following most significant phases are identified for the province of Verona:

- fruit tree pruning;
- vine pruning;
- winter processing of strawberries;
- strawberry picking;
- tobacco transplanting;
- harvesting and summer processing of tobacco;
- fruit picking on trees (apples - pears - peaches);
- grape harvesting;

To workers hired by "work phase" the company shall guarantee employment throughout the duration of the work phase itself, except in the case of occurrence of events that are not attributable to the worker or the employer, such as adverse weather conditions, crop damage, ripening delays and, in the case of direct farms, return of active units or labor exchanges referred to in art. 2139 of the Italian Civil Code.

The parties confirm that the procedure provided for by current regulations for the notification of the establishment of labor relationship to the relevant bodies (including the repealed business register) constitute in the agriculture sector, and in particular for temporary relationships, the written form of the contract.

Art. 8 Abolished public holidays - Annual leave

Without prejudice to the provisions of articles 40 and 41 of the National Collective Labour Agreement (CCNL) of June 18th, 2018, the four holidays referred to in law March 5th, 1977, no. 54, subject to the company's needs, may be added in whole or in part to the

annual leave or may be enjoyed as individual daily leave that is agreed upon with the company.

The company undertakes to agree on the holiday period with the permanent worker by April 30th each year.

The parties agree that migrant workers who were hired on permanent contracts, may accumulate annual leave, special leave and compensatory days off to be able to temporary return to the country of origin.

Art. 9 - Working hours

Ordinary working hours are set at 39 hours per week equal to 6 hours and 30 minutes per day. Therefore, on average, working hours will be distributed as follows:

- Monday, Tuesday, Wednesday, Thursday and Friday: 7 hours
- Saturday: 4 hours

Notwithstanding the time limit set forth in paragraph 1 of this article and except for livestock activities, the distribution of the hours, even for limited periods of the year and subject to business needs, may be scheduled upon five days.

Article 34, paragraph 3, of the CCNL of June 18th, 2018, provides that the ordinary weekly schedule can be varied within the limit of 85 hours per year, with a maximum of 44 hours per week.

For the Province of Verona, in addition to the provisions of paragraph 3 of art. 34 of the CCNL June 18th, 2018, in the presence of particular environmental and climate conditions and in relation to objective business needs, upon consultation with the workers, a working hours reserve, namely 50 hours per year, may be established, with a maximum weekly schedule of 44 hours. Such 50 hours shall be paid with a 10% premium, without prejudice to any compensation of such additional hours in other moments of the year.

For livestock farm workers, the working hours, for the entire year, shall be 6 hours and 30 minutes per day. Clock hours will be applied on all livestock farms. For workers assigned to dairy cow barns, considering the special nature of the work, which may also begin in pre-dawn hours and since such workers receive special additional compensation, in kind and in cash, no premium for night work shall be established.

Art. 10 Weekly rest

Pursuant to paragraph 4 of art. 35 of the CCNL June 18th, 2018, those employees in charge of the custody, care and management of livestock who cannot benefit from rest on a public holiday, shall take a day off

over the course of seven days.

Art. 11 Overtime, holiday and night work for agricultural workers

Please note that:

- a) overtime is the hours exceeding the normal working hours as per art. 9;
- b) night work is performed from 8 pm to 6 am in winter time and from 10 pm to 5 am during daylight saving time;
- c) ordinary Sunday and holiday work is performed on Sunday and on the other days indicated by art. 40 of the CCNL June 18th, 2018.
- d) Sunday and holiday overtime is the hours exceeding the normal working hours on Sunday or public holidays;

Overtime shall never exceed 3 hours per day and 18 hours per week. The maximum individual limit is 300 hours per year. The above shall be performed, at the employer's request, in cases of obvious necessity and shall not be of systematic and continuous nature.

The percentage to be applied for pay premiums (base pay, contingency) are as follows:

- 25% for overtime;
- 35% for Sunday and holiday work;
- 40% for night work;
- 40% for overtime on Sunday and holidays;
- 50% for Sunday and holiday night work.

In the case of temporary workers, to whom the third collective contractual allowance applies, the latter is also paid for overtime, Sunday and holiday, and night work but to the extent already in force for ordinary hours.

For night and/or Sunday/holiday work that falls in regular periodic shifts and involves specific duties that are part of the worker's normal assignments, only a premium of 10% shall be applied.

Art. 12 Overtime, Sunday/holiday and night work for floricultural workers

Given the significant development of the floriculture sector in the Verona area, pointing out that, until 31.12.2008, the parties have always intended the pay scales (including increments) defined for the province of Verona to be applied to both agricultural and floricultural workers, it is agreed

that as of January 1st, 2009, the premiums' percentages for overtime, overtime on Sunday and holidays, and overtime at night are those specifically provided for in the CCNL for floricultural workers.

Art. 13 Classification of agricultural and floricultural workers

Agricultural and floricultural workers are classified based on three professional areas. The CCNL June 18th, 2018 defines the essential characteristics.

1st AREA

Workers who possess a title or specific professional knowledge and skills that enable them to perform complex work or work requiring specific specialization. Those workers collaborate directly with the

employer or a supervisor, with autonomous vision and power of initiative. They are classified as follows:

Level 1

- Dairyman
- Dairy cow barn manager
- Cellar manager
- Head of cheese factory
- Responsible for artificial insemination, including both those with a certificate and those who have acquired experience.
- Sow breeding manager
- Hall manager in fruit and vegetable consortia and mushroom farms: a worker who, following the directives of their employer or supervisor, is responsible for organizing sorting, sampling, selecting, packaging of fruits and mushrooms and special and complex mechanical processing of the product.
- Refrigerated warehouse manager
- Team leader in processing farms
- Manager of non-poultry slaughterhouse
- Manager of hatchery
- Responsible for breeding cattle, horses, poultry and fish species
- Responsible for pasteurization
- Responsible for laying mycelia

Level 2

- Foreman of non-processing farms with more than 8 employees. A worker who may carry out manual activities but above all receives instructions from the farm manager, supervises and makes sure they are followed, performs miscellaneous errands on and off the farm, and records working hours.
- Steam boiler conductor
- Driver of buses, trucks with trailers, tractor-trailers
- Electricians, mechanics, blacksmiths, carpenters, plumbers, masons, toolmakers who perform their work with a high degree of autonomy and with power of initiative.
- Butcher in cattle, pigs and horses slaughterhouses
- Dosing feeder. A person in charge of preparation of mixtures for livestock farms who has the necessary knowledge and skills for the use of concentrated and balanced feeds, who is able to perform the recurring prophylaxis prescribed by the veterinarian.
- Pruner
- Grafter
- Hybridizer
- Chicken sexer

Level 3

- Minibus or truck driver (max load capacity of 8 ton)
- Consignee of goods
- Non-vet fecundator. It refers to a worker who can autonomously perform any relevant task in poultry farms.
- Cow breeding attendant.
- Floriculturist
- Gardener
- Nurseryman
- Viticulturist
- Vine pruning worker who performs bowing and tying of shoots operating independently.
- Fruit plants and/or garden plants pruner operating independently.
- Conductor of complex agricultural machinery. It refers to those machines for which a specific qualification or specialization (license, certificate, etc..) is required. In fact, those means that do not have the function of a tractor.
- Milker
- Bulldozer driver
- Retail sales attendant with cashier responsibility
- Custodian, keeper
- Mechanic, fitter, fixer, toolmaker, blacksmith, carpenter, mason performing their work following the directives they were assigned.
- Assistant cheesemaker with special technical expertise, who is capable of replacing the cheesemaker himself.
- Cook in the agritourism business able to independently organize the kitchen and the menu.

2nd AREA

Workers in this area perform variable simple executive tasks, for which

professional knowledge and skills, be them acquired by practice or title, together with a period of field training, are required. They are classified as follows:

Level 4

- Handler of sorting, egg candling, shucking and/or packing.
- Senior assistant in a higher-level task, with 12 months' seniority who performs his/her work following the instructions received.
- Team coordinator who performs his/her work following the instructions received.
- Worker of agritourism farms who is able to prepare the food, on prearranged order, within the farm.
- Gamekeeper
- Tractor operator engaged in plowing and transport off the farm and/or driver of vehicles with a power rating greater than 74 Kw.
- Recreation worker on agritourism farms holding a professional qualification and/or teaching or equivalent qualification.

Level 5

- Water carrier bound to full hours. It is a worker assigned to the supervision and distribution of water for irrigation from its origin to its use downstream and the maintenance of artifacts and embankments, including those located on the drainage pipes.
- Custodian The person in charge of night and daytime surveillance of the company and its contents; they act in accordance with the provisions of the company manager. The custodian, hired in this specific capacity at the beginning of the agricultural year, may be assigned, in the course of the year, to agricultural work if he/she proves unsuitable for the service originally intended.
- Storekeeper This worker assumes the custody of the warehouses, with the task of surveillance on goods and materials delivered there, taking care of their distribution according to the orders of the company manager, and committing for a smooth running of the service entrusted. The warehouseman may be assigned to other services.
- Tractor operator engaged in plowing and transport off the farm and/or driver of vehicles with a power rating lower than 74 Kw.

- Lift truck operator
- Weighing or sampling worker in fruit and vegetable warehouses.
- Direct sales, weighing and/or packing clerk without cash responsibility.
- Worker in charge of breeding cattle, horses, poultry and fish species.
- Worker in charge of breeding poultry. It is a worker who has the ability and competence to select breeding stock, maintain the various machines within the farm, and prepare the poultry houses for the start of rehousing. He or she must also be able to give vaccinations and injections to poultry and keep the poultry houses tidy.
- Pig farm worker A worker who knows and skillfully applies the qualitative and quantitative requirements for rational feeding of livestock, according to their age and in relation to weight gain. Must also be familiar with the symptoms of the most frequent diseases of the species, with essential knowledge of the means of prompt action to avoid contagion.
- Inexperienced pruning worker with the right to advance to 3rd level after 24 months of actual work, even by accumulating different periods even in different companies.
- Bio-gas plant worker
- Night watchman on agritourism farms.
- Receptionist in agritourisms, educational farms, social farms, with a good level of knowledge of foreign languages, either by title or by experience.

3rd AREA

Workers capable of performing only general and simple tasks, with no specific professional requirements or special technical and practical skills belong to this area.

They are classified as follows:

Level 6

- Cleaner, room tidying and table service in agritourism farms.
- Receptionist on agritourism farms and educational/social farms with general duties.
- Workers hired for harvesting who perform miscellaneous work for at least 40% of work days.

Level 7

- Workers who perform ordinary tasks with no specific professional requirements and who are entitled to advance to the 6th level after 9 months of actual work, even by accumulating different periods.

Level 8

- Workers hired specifically to perform fruit and vegetable picking operations.

It should be noted that workers in charge of driving tractors and/or self-propelled vehicles cannot be classified at this level; for them, please see the areas above and the provisions of art. 32 of CCNL Operai Agricoli (CCNL for agricultural workers).

- Tobacco and herb picker
- Poultry catcher and egg collector

Agricultural workers are classified on the basis of three occupational areas, whose essential characteristics are defined by the CCNL 2.

Foreman

For the foreman of farms with more than 8 workers, an additional monthly compensation, for a maximum of 12 monthly payments, amounting to EUR 10.33 is provided.

The additional compensation provided for in the previous PCLAs for the foreman are no longer applicable.

If a worker performs the function of foreman for a limited period of the year, the above compensation will be paid for the duration of the assignment only.

Art. 14) Remuneration

Permanent agricultural workers, including former permanent wage earners as defined by art. 21 of the CCNL of June 19th, 2018 are entitled, in addition to the monthly cash salary (consisting of base pay and cost-of-living allowance), to a dwelling house proportionate to the needs of the family and responding to the requirement of morality and hygiene. Attached to that shall be the chicken coop, pigsty and a vegetable garden having at least 200 m² area. If the employer fails to grant the house, they shall pay the worker an annual amount of EUR 51.64, which may be divided into 12 monthly payments.

Permanent workers are entitled to purchase, for their family needs, groceries produced by the farm at the wholesale market price. In wine-producing farms, at the worker's request, the employer shall provide the wine needed for family consumption upon payment of the production cost, to be retained in monthly installments. The quantity of wine may be replaced by grapes.

Permanent workers may be paid either hourly wages disbursed monthly or monthly wages.

Effective January 1st, 2000, the various provincial pay items now existing will be combined into a single item called "Provincial Contractual Wage" which won't include severance indemnity and the 3rd collective contractual allowance (aka 3° elemento).

Therefore, the elements constituting pay are:

- a) base wage;
- b) cost-of-living allowance (aka scala mobile), accrued starting from 1/2/1977;
- c) provincial contractual wage
- d) 3rd collective contractual allowance as per art. 49 of CCNL of October 22nd, 2014 (for temporary workers only)
- e) separate element of pay (aka e.d.r.)

Wage increases

The parties agree that wage increases will be calculated according to the following percentages and modalities:
1.7% for all levels.

The increases will be effective 01/01/2021, with recovery of the months of January, February and March within the pay of April 2021 for all farms excluding agritourisms.

Given the economic trend analysis for the sector and the territory, whose results are affected by the pandemic and the relevant regulations prohibiting or restricting the activities in the sector, the parties agree that for agritourism farms the increases established today will take effect on 01/09/2021;

Tax-free variable salary

The signatory organizations in this agreement, on December 12th, 2016 for the province of Verona, have introduced a variable salary for agricultural workers, on an experimental basis; it is paid according to the criteria and rules related to productivity bonuses, pursuant to art. 1, paragraph 188 law no. 208 of 28/12/2015 and subsequent implementing circulars, including circular no. 28/E of 15/06/2016 by the Italian Revenue Agency.

The aforementioned variable salary later turned into a structural element with a special trade union agreement dated October 31st, 2018.

For the agricultural sector, the EBITDA margin (also EBITDA-to-sales ratio) was identified as a suitable indicator to measure the increase in business productivity.

The EBITDA is calculated as follows: Turnover minus purchasing costs and personnel costs. In the event of a positive EBITDA margin, as identified below, the following amounts will be disbursed to workers hired under a permanent employment contract (OTT), in the year of reference:

Starting on 01/01/2021 the amount are as follows:

EBITDA margin $> 0.30 \leq 0.40$ 200.00 (EUR)

EBITDA margin $> 0.40 \leq 0.50$ 265.00 (EUR)

EBITDA margin > 0.50 330.00 (EUR)

For permanent workers not employed for the entire calendar year, the company will disburse the variable salary accruals proportional to the period of employment.

For workers employed under a temporary contract in force in September, the variable salary will be disbursed, if the conditions are met, in proportion to the days worked in the previous calendar year.

Disbursement of the variable salary will take place in the month of September and its calculation is to be made according to Agri.Bi.'s instructions, also through the agricultural associations to which they belong and which are signatories to this contract, and will issue a receipt of the calculation.

The above is without prejudice to any in-company agreement to provide bonuses for improved productivity to the workers, that shall be communicated to Agri.Bi.

Worker and employer may agree on the disbursement of the amounts due as variable salary in the form of "Welfare" within the terms established by the regulations in force.

The parties agree that the variable salary, although having requirements and characteristics that are typical of the result bonus, is to be considered in all respects as part of the salary and consequently the company is to be considered obliged to pay what is defined by this contract upon the achievement of the results agreed upon as the threshold for the payment of the variable salary.

As of January 1st, 2022, the service offered by the Bilateral Body will be usable upon verification that such calculation has been performed by the employers, either directly or through the associations to which they belong.

In the event of disputes arising between the parties, regarding the determination of the variable salary, the parties concerned, jointly or individually (company or worker), may request, also through the organization to which they belong, a meeting with the sector Bilateral Body Agri.Bi to attempt to settle the dispute that has arisen amicably.

Art. 15 Seniority steps

Without prejudice to the provisions of art. 53 of the CCNL June 19th, 2018, for permanent workers the first step will accrue at the end of the two-year period of service served with the classification of permanent worker.

The value of any accrued steps becomes an element of pay for all purposes. Seniority steps,

effective March 1st, 2000, amount to:

CATEGORY	STEP AMOUNT
1st level (New)	€ 14.71
2nd level (former Specialized Super)	€ 14.20
3rd level (former Specialized)	€ 13.68
4th level (former Qualified Super)	€ 12.39
5th level (former Qualified)	€ 11.36
6th level (former Common)	€ 10.07

Art. 16) Job-work

In connection with the provisions of art. 56 of the CCNL of June 19th, 2018, the signatory organizations to this agreement, stipulate the following:

Individual agreements entered into between the worker and the company itself with the assistance of the respective trade union organizations that are also signatory party hereto shall be valid.

It is understood, however, that the wage level stipulated in collective bargaining is safeguarded.

With regard to wage and social security aspects, the parties, when entering into the individual labor contract, will comply with the legislation and collective bargaining agreements in force for the agricultural sector.

Moreover, job-work can only be applied for temporary workers hired for specific work phases.

Art. 17 Employee severance indemnities

Without prejudice to the provisions of art. 57 of the CCNL of June 19th, 2018, for service performed prior to June 1st, 1982, the severance indemnity shall be set as follows:

- ☐ for the period prior to 11-11-1967, 10 days per year;
- ☐ for the period from 11-11-1967 to 10-11-1972, 15 days per year;
- ☐ for the period from 11-11-1972 to 10-11-1974, 18 days per year;
- from 11-11-1974 to 10-11-1976, 25 days per year;

from 11-11-1976 to 31-5-1982, 26 days per year.

For permanent workers under point (b) of art. 2 of the PCLA of 06/21/89, the severance indemnity is set as:

- ☐ 18 days per year for the period 11-11-1973/10-11-1974;
- ☐ 25 days per year for the period 11-11-1974/11-11-1976;
- ☐ 26 days per year for the period 11-11-1976/31-5-1982.

The salary to be taken as the basis for the calculation of the severance indemnity is the last one received by the worker at entrance into force of law 297/82, with the exclusion, according to the current legislation, of the increases to cost-of-living allowance applied January 31st, 1977.

The payment of said allowance shall be calculated based on twelfths for any part of a year.

If the deceased worker had benefited from the house, his family shall be entitled to continued use of such house - or any corresponding one - as well as of any outbuildings (chicken coop, pigsty, vegetable garden), until the end of the agricultural year and in any case for a period of at least 150 days.

Art. 18 Method of payment of remuneration

For permanent workers, the salary shall be paid, in arrears, at the end of each month. On the same date, the compensation due for any extra service performed during the month (e.g. overtime, etc.) must be paid.

For temporary workers, payment should normally be made at the end of the week or at the end of the fortnight or at the end of the month, and for shorter periods when the worker has not worked a full week.

Overtime worked and any other entitlements will be settled and paid at the time of salary pay.

Starting in 2009, in accordance with the provisions of art. 48 CCNL of July 6th, 2006, the fourteenth month's pay will be paid in April and will be equal to the number of twelfth parts actually accrued based on the months of service performed as of April 30th.

In the event of hiring or termination of employment during the course of the year, the worker shall be entitled to as many twelfths of the amount of the fourteenth month's pay as the number of months of service performed within the company.

Art. 19 Special additional remuneration for permanent workers

Workers who are sent elsewhere out of the company to perform their service shall be entitled to reimbursement of expenses incurred (travel, food and lodging) based on the submission of an expense account.

In the event that the workers use their own vehicle, at the request of the company, they will be entitled to mileage reimbursement determined according to the ACI tables for the FIAT Punto 3-door 1200 cc displacement with annual mileage of 15,000 km. In addition, the worker, who, due to business necessity, uses his own car with an annual mileage of more than 10,000 km will be entitled to a comprehensive insurance on the car concerned.

Workers with a permanent contract who work in cowsheds with dairy cows shall be paid EUR 0.046 for each 100 kg of milk produced in the dairy farm.

In dairy farms with several employees, said compensation will be divided equally among all.

All milkers will be granted, in addition to their monthly wages, one liter of milk per day.

All workers on permanent contracts employed at the shed, as tractor driver, mechanic or other position requiring it will be given either two overalls or aprons annually or a corresponding amount of money.

When the work is performed inside cold storage facilities, the company shall provide a vest.

Art. 20 Reimbursement of expenses

Supplementing art. 55 of the CCNL of June 19th, 2018, the workers who are required to work outside the municipal area of their usual place of work, if they are scheduled to return on the same day, shall also be entitled to a daily allowance proportional to the distance from the usual place of work to the assigned destination. In that case, the time spent traveling should not be counted in the ordinary working hours but should be compensated as follows:

EUR 9.00 up to 15 kilometers;

EUR 12.00 between 15 and 25 kilometers;

EUR 18.00 between 25 and 40 kilometers;

EUR 28.00 over 40 kilometers.

For the purpose of the application of this rule, "usual place of work" shall mean the headquarters of the company or the worksite where the worker was first hired.

Art. 21 Plant health treatments and fertilizer spreading

The working conditions and environment shall safeguard the worker against any health and safety risks.

For treatments with liquid or powder for pests or weed control in crops and manure spreading, in addition to the wage provided for ordinary work, an 15% increase will be applied on the overall wage of common workers; such tasks fall under those for which an appropriate overalls shall be provided.

For the spraying of toxic and very toxic products, a 2 hours and 20 minutes reduction to working time will be applied, without detriment to pay and qualification; the company must also ensure the availability of protective defense equipment (overalls, goggles, gloves, etc.) and will activate the medical surveillance of the worker in the cases provided for in the risk assessment document.

The time spent for the medical examination will be considered working time.

Workers who are in charge of treatments using toxic products will have to undergo periodic medical examinations as provided for in the risk assessment; the time spent for the medical examination will be considered working time and shall be regularly paid, within a limit of 8 hours per year. In case the company provides protective equipment that ensures insulation and prevents contact with the plant health products, the reduction of working hours as described above will not take place.

Forklift drivers who perform their duties in refrigerated warehouses will be provided, in the absence of the vehicle's enclosure, with suitable thermal insulation garments.

Note for the record

In full application of D.Lgs 81/08 and subsequent amendments to prevent any environmental risks and/or related to the use of chemicals in individual or associated farms, the parties undertake to take action with the ULSS and INAIL so that research is carried out, including surveys, and the results are disseminated.

Art. 22 Greenhouse fruit and vegetable and mushroom harvesting

When fruit and vegetable is harvested under tunnels that are insufficiently ventilated, that is, tunnels measuring less than 2.5 meters in height at their center and 4.5 meters in width, and therefore the worker operates in conditions of discomfort, the rate provided for ordinary work shall be increased by 7.5%. Similar increase will be paid to mushroom pickers who are forced to work under uncomfortable conditions and in excessively humid premises.

Art. 23 Housing and other benefits for agricultural workers and migrant laborers

Housing solutions intended for workers employed on the farm are granted free of charge. Workers who cease to be employed during the agricultural year in order to take up employment on another farm or engage in another activity, shall vacate the properties granted to him in dependence of the employment contract, free of persons and things, within 7 days if he is occupying collective housing, or within 40 days after termination of employment if he is occupying a farm dwelling for himself and his family.

Alpine pasture workers, namely the cheesemaker, assistant cheesemaker, cowherd, and shepherd, will be entitled to board and lodging, limited to the period of mountain pasture, in addition to the qualification-relevant salary due to them. When said workers return from the mountain pasture, they will assume for all contractual purposes, the normal position of fixed-salary earner.

Without prejudice to the need to give precedence to local workers when hiring, based on the provisions of art. 25, par. 1, CCNL June 19th, 2018, it is agreed that for migrant workers, as defined by paragraphs 2 and 4 of the same article, transportation costs from the place of origin to the place of work and return shall be borne by the company when the number of workers coming from the same municipality or neighboring municipalities and using the most convenient collective means of transportation are more than 15.

It is also agreed that to the migrant labor force, the company will provide an appropriately equipped room to eat meals.

When the number of migrant workers is 15 or more, the company will not only provide a meal to said workers but also to non-migrant workers.

If the collective transportation service is organized by the company, it shall be free of charge.

Also the room and related equipment for the overnight stay of migrant workers, if provided by the company, shall be free of charge.

When said workers stay overnight on the farm, the employer shall provide suitable premises for comfortable accommodation, equipped with appropriate facilities.

Art. 24 Permanent agricultural workers. Concession to raise poultry and pigs

Each laborer family hired on a permanent contract is allowed to keep small farm animals, provided they do not harm crops, and precisely a maximum of 10 adult chickens, 2 broods of chicks and 6 ducks. This limit may be exceeded when rearing is done continuously in enclosed coops.

For other small farm animals, shared rearing is allowed according to special arrangements. Raising pigs is also allowed, up to a maximum of 2 animals per family.

Straw for bedding these animals shall be provided by the tenant and used sparingly; manure remains with the farm.

Should the slaughtering of pigs take place at the public slaughterhouse, the employer shall provide the means of transportation free of charge.

Art. 25 Permanent agricultural workers: CISOA (farm workers' wage supplementation fund) intervention.

In the event that permanent workers have special needs to be absent from the farm, they must obtain permission from the employer.

In the event that the permanent worker cannot make up for the lost hours due to external causes that not attributable to the employer or to the worker, the company shall apply for the Cassa Integrazione Salari Operai Agricoli (agricultural workers wage supplementation fund) in compliance with terms and conditions established by current legislation.

When the application is accepted and wage supplementation is active, the company shall add to such compensation provided for by the law an amount equal to 10% of the relevant wage for the worker's qualification.

As for employees of Cooperatives, for the use of the Cassa Integrazione Guadagni (wages guarantee fund) the provisions of law 240/84 shall apply.

Art. 26 Permanent agricultural workers. Extraordinary leave and parental leave

In addition to the permits and leave already regulated by art. 38 of the CCNL June 19th, 2018

for any day of the worker's absence due to blood donation, the employer is entitled to claim reimbursement of the compulsorily paid remuneration from INPS (national social security institute). Such days and related wages need not be declared to INPS when, as a result of the application itself, the payment burden has been transferred to the INPS.

Art. 26 BIS Temporary agricultural workers. Extraordinary leave and parental leave

In addition to the permits and leaves already regulated by art. 38 of the CCNL June 19th, 2018 for temporary workers with at least 150 days of work with the same employer in the previous or current year, in case of marriage recognized by the country of origin or the Italian state, the right to continuously enjoy 39 hours of marriage leave applies.

Art. 27 Lifelong learning leave

In addition to the provisions of art. 37, paragraph 2 of the CCNL June 19th, 2018, unpaid leave will be granted for a maximum of 50 hours within the year.

According to the provisions of art. 37, paragraph 6 of the CCNL June 19th, 2018, the workers concerned shall be facilitated in their working hours (e.g. shift changes, flexible hours, making up for missing hours). Any requests for paid leave to attend professional training courses should be made to companies at least 2 months in advance, specifying the course of study in which one intends to participate.

The worker will also submit to the employer, before payment of the salary, a document certifying attendance at the course indicating the hours of participation. In the event that the worker uses in one year all the 240 hours of paid leave, they will be paid in full provided that the worker serves with the company for a three-year period.

The number of permanent workers of each individual company eligible for the leave to attend the courses shall not exceed, at any moment, the number of 1 for those companies that have 4 to 10 permanent workers and 10% for those companies that have more than ten permanent workers.

The above leaves are not accounted for as annual leave.

In case of early resignation, the excess paid hours will be proportionately deducted from their severance indemnity.

Pursuant to law 300/1970, workers will be granted one day of paid leave for each exam taken or the number of days required to take the graduation exam or high school diploma.

Art. 28 Leave for educational remedial courses

In addition to the provisions of art. 39, paragraph 1 of the CCNL June 19th, 2018, unpaid leave will be granted for a maximum of 50 hours within the year.

According to the provisions of art. 39, paragraph 4 of the CCNL June 19th, 2018, the workers concerned shall be facilitated in their working hours (e.g. shift changes, flexible hours, making up for missing hours). Any requests for paid leave to attend educational remedial courses should be made to companies 2 months in advance, specifying the course of study in which one intends to participate.

The worker will also submit to the employer, before payment of the salary, a document certifying attendance at the course indicating the hours of participation. In the event that the worker uses in one year all the 180 hours of paid leave, they will be paid in full provided that the worker serves with the company for a three-year period.

In case of early resignation, the excess paid hours will be proportionately deducted from their severance indemnity.

The number of permanent workers of each individual company eligible for the leave to attend the courses shall not exceed, at any moment, the number of 1 for those companies that have 4 to 10 permanent workers and 10% for those companies that have more than ten permanent workers.

The above leaves are not accounted for as annual leave. -

Pursuant to law 300/1970, workers will be granted one day of paid leave for each exam taken or the number of days required to take the graduation exam or high school diploma.

Art. 29 Permanent agricultural workers. Discipline of individual dismissals

In individual permanent employment relationships, the dismissal of agricultural workers can only take place for just cause or justifiable reason, according to law no. 604/1966 and no. 300/1970, as amended by law no. 108 of May 11th, 1990.

Just cause

Just cause for dismissal occurs upon the occurrence of a cause that does not allow the continuation, even temporary, of the relationship.

Dismissal for just cause entails immediate termination of the relationship without notice. The following constitute, by way of example, just cause:

- ☐ blatant act of insubordination against the employer or his representatives in the company;
- ☐ brawl or resort to violence inside the company;
- ☐ criminal conviction for crimes
- ☐ willful damage to company property or damage due to gross negligence;
- ☐ unexcused absence from work for three consecutive days;
- ☐ recurrence of misconduct that has already resulted in the application of disciplinary sanctions.

Justifiable reason

A justified reason for dismissal occurs if there is a significant breach of contractual obligations on the part of the employee, or if there are reasons inherent in the production activity, in the organization of work and in the smooth operation thereof.

Dismissal for justified reason must be announced in compliance with the notice periods provided for by art. 74 of the CCNL June 19th, 2018

Justifiable reasons are, for example:

- ☐ the 65th birthday for already retired workers;
- ☐ the end of company activity. In the case of a business transfer, dismissal will operate only with respect to workers who cannot be confirmed by the successor in relation to the labor needs that the successor's family may have;
- ☐ the reduction of livestock and farm area;
- ☐ the modification of the cropping system, of business organization and livestock husbandry;
- ☐ the membership of the enterprise in forms of associated management or service cooperatives, provided that the surplus labor does not find possibilities for inclusion in the new associated business structure;
- ☐ the increase in members of the entrepreneur's family unit, by addition and re-entry of workers limited to family members within the 2nd degree, even if not cohabiting.

Dismissal, whether for just cause or justifiable reason, must be communicated to the worker by registered R.R. mail and contain the reasons for the dismissal.

For all the aspects of this matter that are not expressly regulated in the present Contract, see the CCNL June 19th, 2018 In accordance with the provisions of art. 4, paragraph 2, of the cited law no. 108 of 1990, the provisions of this article shall not apply with respect to workers entitled to an old-age pension and in possession of the pension requirements, provided that they have not opted for the continuation of the employment relationship pursuant to art. 6 of Decree DL 22/12/81 no. 791, converted with amendments by law 26/02/82 no. 54.

Art. 30 Behavior at work and disciplinary measures

Workers, as far as the labor relationship is concerned, are dependent on the company's manager or his/her representative and must perform their work with diligence.

The relations between the workers in the company, between them and the employer or whoever on his/her behalf, shall be inspired by mutual respect and such as to ensure normal company discipline.

In the event of breach of the present Contract, the following penalties shall apply:

1) a fine to the worker, up to a maximum of two hours' wage, in the following cases

a) absence, late start, suspension or early finish of work without justifiable reason;

b) negligently-caused minor damage to the farm, livestock, machinery or tools;

going to work while drunk. In which case the worker is suspended throughout the day;

falling asleep during working hours. In which case, in addition to the fine, the worker shall lose the wage corresponding to the hours spent sleeping.

2) A fine equal to the amount of one day's wage in case the offenses referred to above are repeated.

The amounts of the fines, which do not represent compensation for damage, will be allocated to the Cassa Integrazione Malattia (sickness compensation fund).

3) Immediate dismissal, without notice, where just cause exists. The measures referred to in this article must be reported to Agri.Bi. within five days of their enforcement. Otherwise, the measure must be considered null and void.

The application of the above provisions shall be carried out in compliance with art. 7 of the Workers' Statute, in any case aligning to the latter.

Art. 31 Permanent agricultural workers: Resignation for just cause

Pursuant to art. 2119 of the Italian Civil Code and art. 73 of CCNL June 19th, 2018, a permanent farm worker may terminate employment, without notice, if a cause arises that does not allow the relationship to continue, even temporarily.

By way of example, the following are to be considered just causes:

a. unjustified delay in the payment of wages or curtailment thereof;

b. failure to comply with social security obligations;

c. repeated offenses against the worker and/or resort to violence;

d. forcing to work in violation of labor hygiene and safety regulations;

e. any other repeated failure of the employer to fulfill contractual obligations.

Art. 32 Social security and family allowance

For social insurance, accidents, illnesses, family allowances and the employer's payment of related contributions, the current legal provisions shall apply.

In the event of non-compliance by the employer, the latter shall be civilly liable to the employee, to whom he/she shall pay the consideration for the benefits and assistances he/she had in shortfall due to the aforementioned non-compliances.

Art. 33 Territorial mobility of labor

Regarding the provincial meetings provided for in Art. 24 of the CCNL June 19th, 2018, the employer undertakes to participate in the meeting within 15 days of the request made by the workers' trade union representatives.

Art. 34 Conventions

The parties agree on the usefulness of the instrument of conventions as provided for by law no. 56/1987.

The parties shall meet to assess the possibility of using such instrument in the province of Verona.

Art. 35 Agri.Bi - bilateral body for Verona province agriculture

The financing of Agri.bi established by special agreement between the signatory organizations of the present contract shall be ensured by means of a contribution from employers and employees, as a percentage of social security taxable wages.

The contribution will be paid directly by the employer with the right of recourse to the workers for the relevant share.

As of 01.01.2013 Agri.bi supplements to agricultural workers all days of sick leave to reach 100% of the tabular wage for the first three days of sickness, regardless of its duration, to reach 50% from the 4th to the 20th day, and to reach 33.34% from the 21st to the 180th day.

The supplements will be paid upon payment of the allowance by INPS.

Starting on 01.01.2000, Agri.bi. shall provide agricultural workers with supplements for all accident leave days up to 100% of the tabular wage for permanent and temporary workers.

Maternity allowance

As of 01.01.2013 the allowance for maternity leave, established in 2003, amounts to EUR 500.00.

In case of adoption and foster care, the same allowance will be paid for each child up to six years of age.

Allowances will be granted to agricultural workers upon submission of the documentation proving payment by INPS of the maternity allowance for compulsory leave.

The parties undertake to verify the effectiveness and sustainability of such disbursement, every year. Upon such verification, the conditions for a 100% supplement to the mandatory maternity allowance paid by INPS will be assessed.

Such supplements are disbursed by Agri.bi. and paid, at the request of the worker concerned, on the basis of the provisions of the Body's regulations.

Art. 36 Contractual assistance contribution (CAC)

Employers and agricultural workers, by way of Contractual Assistance, are required to pay to their respective trade union organizations a contribution as a percentage of their taxable wages for social security purposes. The amount, methods of application, collection and anything else pertaining to said contribution are contained in a special agreement signed by the signatory organizations to the present labor agreement.

Art. 37 Union fees by proxy

Union fees by proxy shall see the company performing fixed monthly withholding upon special proxy sent by the employee to the company.

Such proxy must state the method of withholding provided for by the PCLA, the period in which the withholding will be made, the amount of the withholding, the account number to which the payment is to be made, and the rules for waiving the proxy.

The workers' unions will notify the Employers' Organizations by dedicated letter of the account numbers on which payments are to be made.

These numbers will then be communicated to the companies by the Employers' Organizations.

Withholdings will be made monthly for 14 monthly payments, while the companies will pay the relevant amounts at the time of payment of the 13th and 14th wages.

Art. 38 Exclusive printing

The present PCLA shall be edited by the parties, who have the joint exclusivity for all legal purposes. Partial or total reproduction without prior authorization is prohibited. In case of dispute, the original copies in the possession of the signatory organizations shall prevail.

Verona, March 25th, 2021

CONFAGRICOLTURA VERONA

FAI-CISL

FEDERAZIONE PROVINCIALE COLDIRETTI di VERONA (Coldiretti Provincial Federation of Verona) FLAI-CGIL

CONFEDERAZIONE ITALIANA AGRICOLTORI di VERONA (Verona section of the Italian farmers confederation)

UILA-UIL

Annex A

STATUTE OF THE ENTE BILATERALE DELL'AGRICOLTURA VERONESE (BILATERAL BODY FOR VERONA PROVINCE AGRICULTURE).

Statute of the Bilateral Body

"AGRI.BI. ENTE BILATERALE PER L'AGRICOLTURA VERONESE"

Art. 1 - Establishment and denomination

Pursuant to art. 8 of the CCNL for agricultural and floricultural workers signed May 25th, 2010, and to art. 34 of the Provincial Labor Agreement signed October 17th, 2012, given law no. 30/2003 and D.Lgs. No. 276/2003, a non-profit bilateral body is established by initiative of Agricultural Employers' Organizations and Workers' Unions, as a subject having contractual nature, named "AGRI.BI. ENTE BILATERALE PER L'AGRICOLTURA VERONESE".

Art. 2 - Headquarters and duration

The Body has its registered office in Verona (VR), Via Sommacampagna no. 63 d/e. The Body has unlimited duration.

Art. 3 - Purpose

The Body is non-profit and extinguishes its statutory purposes within the Veneto Region. The Body has the following purposes:

- A. supplementing the compulsory welfare in case of illness or accident and, in general, supplementing public assistance for workers within the agricultural sector of the Province of Verona in compliance with trade union agreements;
- B. providing, subject to financial availability, additional treatments and benefits in favor of the agricultural workers in the Province of Verona;
- C. observing and monitoring agricultural labor market trends in the Province of Verona, also with reference to equal opportunities;
- D. implementing services and adopting tools with a view to a more extensive and better employment, by introducing serviced for matching labor supply and demand;
- E. supporting actions and participating in activities to contrast undeclared employment and labor exploitation in the agricultural sector, also through transparent matching of labor supply and demand;
- F. promoting and supporting the implementation of training for workers in the agricultural sector in the Province of Verona;
- G. promoting and fostering measures to improve occupational safety in the agricultural sector in the Province of Verona;
- H. carrying out studies, research, training and publishing activities pertaining to institutional tasks;
- I. collecting on behalf of employers' associations and trade unions the contribution for contractual assistance provided for by art. 35 of the Provincial Labor Agreement;
- L. performing further functions that the Parties may deem appropriate for the improvement of labor relations.

For the implementation of its purposes, the Body may join and be affiliated with relevant category unions in order to promote and contribute to their initiatives within the scope of its institutional tasks.

In order to achieve its purposes, the Body may endow itself with operational structures.

The Body may not carry out activities other than those indicated above with the exception of those instrumental or ancillary to the statutory ones, insofar as they are supplementary to them.

Art. 4 - Assets

The assets of the Body are indivisible and consist of:

- the initial endowment fund, which amounts to EUR 20,000.00 (twenty thousand point zero zero), of which 50% (fifty percent), and therefore the amount of EUR 10,000.00 (ten thousand point zero), constitutes the patrimonial guarantee fund, unavailable and bound to guarantee third parties who establish relations with the Body;
- any real estate, registered and movable property that will become the property of the Body or that may be acquired and/or obtained by bequests and donations;
- contributions, disbursements, bequests and donations from public and private entities;
- any reserve funds established from budget surplus.

Art. 5 - Economic resources

The Body derives its economic resources for its operation from:

- contributions provided for in the provincial labor contract;
- contributions from members and/or other individuals;
- contributions from the State, public bodies and institutions;
- contributions from international bodies;
- income derived from the assets referred to in art. 4.

All income and any operating surplus shall be used exclusively for the pursuit of its purposes. If the income from contributions provided for in the Provincial Labor Agreement, after deducting operating expenses, is insufficient for the provision of supplementary welfare benefits under letter A of art.

3 and for carrying out the other activities provided for in the same article, the Member Organizations will promote an amendment to the corresponding provisions of the collective agreements in order to bring the ratio of contribution income to benefit expenses back into balance.

Art. 6 - Financial year

The Body's financial year ends on June 30th each year.

Within four months after the end of the financial year, the Management Committee shall draw up the final balance sheet, which shall be communicated to the Members.

For the management of compulsory welfare treatment in case of illness or injury as referred to in art. 3, letter A, the Body must keep separate accounts with evidence of the contributions allocated for that purpose and the related expenses for benefits.

The Management Committee shall draw up the budget, which shall contain forecasts of income and expenses, and submit it to the Assembly for approval when approving the final budget for the previous year.

It is forbidden to distribute to the Members, even indirectly, profits or surplus, funds, reserves or capital.

Art. 7 - Liability

The members of the Management Committee are liable to the Body according to the rules of the mandate. However, any director who did not participate in the act that caused the damage is exempt from liability, except in cases where, despite being aware that the act was about to be performed, he or she did not make express his/her dissent.

The Employers' Associations and employees trade unions of the Province of Verona foster the establishment and activity of the Body in the exercise of their functions as representatives of their members and interests in the categories to which they belong.

They are not responsible, neither directly nor indirectly, for the management and administration of the Body, or any deeds performed or measures taken by the Body; in addition, they are not liable for the acts performed by their appointee in the exercise of their functions within the Body. They are also excluded from any form of direct representation of the Body, their function being exclusively aimed at implementing precise contractual provisions.

Art. 8 - Members

The following Agricultural Employers' and Trade Union Organizations referred to in the above-mentioned Contracts (the Member Organizations) are members of the Body: "CONFAGRICOLTURA VERONA", "CONFEDERAZIONE ITALIANA AGRICOLTORI, PROVINCIA CIA DI VERONA", "FEDERAZIONE PROVINCIALE COLDIRETTI DI VERONA", "FAI (FEDERAZIONE AGRICOLA, ALIMENTARE, AMBIENTALE, INDUSTRIALE ITALIANA) TERRITORIALE DI VERONA", "FEDERAZIONE LAVORATORI AGRO INDUSTRIA VERONA (FLAI VERONA)" and "U.I.L.A.- Unione Italiana dei Lavori Agroalimentari - TERRITORIALE DI VERONA E TRENTO".

All Members are entitled to:

- participate in all activities promoted by the Body;
- participate in the Meetings with the right to vote.

All Members are required to:

- observe the Statute as well as any implementing regulations and resolutions passed by the boards or other entities in the Body in compliance with the provisions of Statute;
- cooperate with the boards or other entities in the Body for the pursuit of the purposes of the Body;
- refrain from undertaking initiatives in conflict with the purposes of the Body.

Art. 9 - Body's entities

The Body has the following entities:

- a) the Meeting;
- b) the Management Committee;
- c) the Chairman;
- d) the Deputy Chairman;
- e) the Executive Committee;
- f) the Board of Statutory Auditors.

Offices may be held in an honorary capacity although within the limits of the law.

Reimbursement of expenses incurred in the name and on behalf of the Body, previously authorized by the Management Committee and adequately documented, is permitted.

Art. 10 - Members' Meeting

The Members' Meeting is the main entity of the Body and is composed of the six pro-tempore legal representatives of the Member Organizations, namely "CONFAGRICOLTURA VERONA", "CONFEDERAZIONE ITALIANA AGRICOLTORI, PROVINCIA CIA DI VERONA", "FEDERAZIONE PROVINCIALE COLDIRETTI DI VERONA", "FAI (FEDERAZIONE AGRICOLA, ALIMENTARE, AMBIENTALE, INDUSTRIALE ITALIANA) TERRITORIALE DI VERONA", "FEDERAZIONE LAVORATORI AGRO INDUSTRIA VERONA (FLAI VERONA)" and "U.I.L.A.- Unione Italiana dei Lavori Agroalimentari - TERRITORIALE DI VERONA E TRENTO".

The Members may be represented, even by non-members, in the meeting. The proxy must be conferred in writing. The proxy cannot not be given with blank name of the representative. Any proxy given for a single meeting is also effective for subsequent convocations.

The resolutions of the Meeting shall be approved by the favorable vote of at least three-fourths of the Members.

In particular, the Meeting shall:

- resolve on the guidelines of the institutional activity and management of the Body;
- appoint and revoke the members of the Management Committee taking into account the provisions of art. 11 below;
- appoint and revoke the members of the Board of Auditors;
- approve any amendments to the present Statute;

- approve the dissolution of the Body.

The Meeting also approves, upon proposal by the Management Committee, by the month of October each year, the final financial statements for the previous year and the budget for the following year.

The Meeting also resolves on any other matters reserved for it by law or the Statute.

The Meeting is called at least once a year at the request of a Member or the Management Committee or the Chairman.

The Meeting must be convened by the Chairman of the Body in such a manner as to ensure personal and direct knowledge by the members and thus by registered letter, or, by any other means suitable for the purpose, sent to the members at least eight days before the meeting. The notice of call must indicate the day, time and place of the meeting and a list of the matters to be discussed.

The notice of call may also indicate the day and time of the second convocation, which shall not be set on the same day as the first call.

The Meeting is chaired by the Chairman of the Management Committee or, in his absence, by the Vice-Chairman or, in the absence of both, by the most senior member of the Management Committee.

The minutes of the meeting, containing the resolutions adopted, must be signed by the secretary and by the chairman, and brought to the attention of the members, even those who did not attend, in proper manner.

The above minutes shall be recorded by the secretary in the appropriate minute book.

Resolutions validly adopted by the Meeting shall bind all Members even if absent, dissenting or abstaining.

Art. 11 - Management Committee

The Management Committee is in charge of administration, management and verification of the requirements and conditions for the entitlement and provision of the benefits, pursuant to the guidelines set out by the Members' Meeting and by the functions/tasks entrusted to the Body by the CCNL and Provincial Labor Contract for Agricultural Workers, as well as by Union territorial agreements signed among the Member Organizations.

The Management Committee is composed of 12 (twelve) members appointed by the Members' Meeting, 6 (six) of whom representing the employers and the other 6 (six) representing the workers. The appointment is distributed as follows: 2 (two) by "CONFAGRICOLTURA VERONA", 2 (two) by "FEDERAZIONE PROVINCIALE COLDIRETTI DI VERONA", 2 (two) by "CONFEDERAZIONE ITALIANA AGRICOLTORI, PROVINCIA CIA DI VERONA", 2 (two) by "FAI (FEDERAZIONE AGRICOLA, ALIMENTARE, AMBIENTALE, INDUSTRIALE ITALIANA) TERRITORIALE DI VERONA", 2 (two) by "FEDERAZIONE LAVORATORI AGRO INDUSTRIA VERONA (FLAI VERONA)" and 2 (two) by "U.I.L.A.- Unione Italiana dei Lavori Agroalimentari - TERRITORIALE DI VERONA E TRENTO".

The term of office is 3 (three) years and they may be reconfirmed.

At its first meeting, the Management Committee appoints, from among its members, the Chairman and deputy Chairman on the proposal of the Employers' Organizations and the Labor Unions.

If, for any reason, one of the members of the Committee leaves office, the Union Organization that had designated him or her shall designate a new member, who shall hold office until the expiration of the other members.

If more than half of the members are unavailable, all members of the Committee are deemed to have lapsed, and the Committee must be reconstituted in full.

The Management Committee resolves all deeds useful or necessary for the achievement of the purposes of the Body, being vested, for such purpose, with all powers of both ordinary and extraordinary administration. In particular, the Management Committee resolves on:

- a) the election, from among its members, of the Chairman and deputy Chairman;
- b) the procedures for collecting the contributions referred to in art. 5;
- c) any changes in benefits in relation to the management trend and the foreseeable use of such benefits by the members;
- d) the use of any operating surpluses from the various activities for the implementation of income support welfare activities and/or for the implementation of activities aimed at implementing safety in the workplace;
- e) the decision on any appeals regarding the entitlement of benefits;

- f) any temporary investment of available funds;
- g) the convening of the Members' Meeting;
- h) the adoption of regulations on the methods and procedures for the provision of supplementary welfare benefits and any other benefits;
- i) the preparation of the end-of-year financial statements and of the budget for the following year, to be submitted to the Meeting for approval;
- l) in general, all matters relating to the proper management of the Body.

Art. 12 - Resolutions

The Management Committee meets at least 4 (four) times a year or whenever the Chairman deems it appropriate or at the request of at least one third of its components. Meetings of the Management Committee are convened by the Chairman by written notice, including by e-mail, to be sent at least five days before the date set for the meeting and, in cases of urgency, with at least three days' notice.

The notice of call shall indicate the place, day and time of the meeting, as well as the agenda.

The components of the Board of Auditors are entitled to participate in the meetings of the Committee and shall be summoned.

For the regular constitution of the Committee and the validity of its deliberations, the presence and favorable vote of the majority of its members (at least seven components) are required. For resolutions under letters (c), (d), (h) of art. 11, the favorable vote of more than eight members of the Management Committee is required.

Proxies are not permitted in the Committee.

Attendance at meetings of the Management Committee may also take place by means of telecommunications, provided that all participants can be identified and are allowed to follow the discussion, receive, transmit or view documents, and speak orally and in real time on all topics.

Art. 13 - Chairman

The Chairman and the Deputy Chairman, elected by the Management Committee among its components, have 3-year term of office and may be reconfirmed.

The Chairman:

- a) is legal representative of the Body, upon resolution by the Management Committee, can appoint attorneys for the performance of single deeds or entire categories of deeds;
- b) convenes and chairs the Management Committee;
- c) convenes the Meeting, upon resolution by the Management Committee;
- d) follows and take care of the overhead activity of the Body ensuring its compliance with the law, the collective agreements, the present Statute and the resolutions of the Management Committee.

In the event of absence or inability to act, the functions of the Chairman are entrusted to the Deputy Chairman.

Art. 14 - Executive Committee

The Executive Committee is composed of Chairman and Deputy Chairman. It is in charge of the implementation of the resolution of the Management Committee.

The Executive Committee, by proxy received from the Management Committee, manages the technical department in charge of occupational safety.

Art. 15 - Board of Auditors

The Board of Auditors is composed of 3 (three) acting members, one of whom also holds the function of President, and 3 (three) alternate members, all appointed by the Meeting among professionals registered in the Registry of Legal Auditors.

The term of office for both acting and alternate auditors is 3 (three) years and they may be reconfirmed.

The Board of Auditors exercises control functions in accordance with the provisions of the Italian Civil Code, as applicable. In particular, the Board of Auditors shall supervise the administration of the Body, monitor compliance with the law, collective agreements, and statutory and regulatory provisions, ascertain that the accounts are properly kept and that the final financial statements correspond to the results in the books and accounting records; it shall prepare a specific report on the final financial statements, which will be submitted to the Members' Meeting.

The Board of Auditors shall also ascertain, at least every six months, the amount of cash and the existence of valuables and securities owned by the Body.

The Auditors may proceed, also individually, to inspections and controls and may request information concerning the performance or specific operations.

The Board shall keep minutes of all meetings and reports of all inspections. The minutes shall be transcribed in the book of the Board of Auditors.

Art. 16 - Dissolution

In the event of dissolution of the Body, the Members' Meeting shall appoint one or more liquidators, determining their powers. Upon completion of the liquidation, the residual assets of the Body shall be allocated initiatives aimed at improving the welfare treatment, living conditions and safety of agricultural workers in the Province of Verona, unless otherwise provided by the law.

Art. 17 - Final provisions

For anything not expressly provided for in the present Statute, the provisions of the Civil Code and other relevant laws shall apply.

Annex B

DECLARATION OF OPTION FOR CONTINUING THE TEMPORARY RELATION

Whereas:

- ☐ in accordance with the provisions of art. 7 of the current collective labor agreement for agricultural workers in the province of Verona, those workers who have performed 180 days of actual work in the same company, within a period of 12 months from the date of hiring, are granted the option to have their work relationship transformed from temporary to permanent:
- ☐ I, the undersigned, born on..... in.....
domiciled in.....
..... and residing in as
(job)
have performed in the farm of Mr.
at least 180 days of actual work within 12 months after the date of employment on

declare

to all intents and purposes, that I do not wish to avail myself of the aforementioned option to have my employment relationship transformed and that I choose to maintain my current temporary relationship and the relevant economic and regulating conditions, as established by the aforementioned Collective Provincial Agreement.

Date

Signature of the employee

Annex C

EMPLOYMENT WITH PERMANENT CONTRACT
Individual permanent labor contract

I, the undersigned employerhead of agricultural company called Located in the municipality ofhereby hire, pursuant to the PCLA of Verona and to CCNL dated 19/06/2018 for agricultural workers, starting onMr./Mrs. born in on as permanent agricultural worker, with qualification of and tasks of

The employment becomes permanent after passing the probationary period of:

26 working days for laborers classified in area no. 1; 20

working days for laborers classified in area no. 2; 14 working

days for laborers classified in area no. 3.

For economic and regulating conditions, the parties declare to accept the provisions of the current Collective Labor Agreement for Agricultural Workers in the Province of Verona.

Read, confirmed, signed.

Date
The employer

Signature for acceptance
The employee

Annex D

TRANSFORMATION FROM TEMPORARY TO PERMANENT EMPLOYMENT
Individual permanent labor contract

Mr./Mrs., as temporarily employed agricultural worker, with
qualification performed in the company of Mr./Mrs.
180 day of actual work within 12 months after the date of employment.

Pursuant to art. 8 of the current Provincial Agreement, the temporary employment relationship is terminated and on
the new permanent employment relationship shall start.

Whereas the above, the employer hereby hires, pursuant to PCLA for the province of Verona, and to CCNL
C.C.N.L. dated 19/06/2018 for agricultural workers, Mr./Mrs. Born in
..... on as permanent agricultural worker, with
qualification and tasks

For economic and regulating conditions, the parties refer to the provisions of the current Collective Labor Agreement for Agricultural
Workers in the Province of Verona, without prejudice to more favorable conditions.
Read, confirmed, signed.

Date

The employer

signature for acceptance

The employee

Annex E

To the company

Subject: entitlement to recruitment priority to be submitted within 2 months after the termination of the employment relations,
pursuant to PCLA dated 12/12/2016

I, the undersigned.....born in.....

on..... and residing in.....

viaTEL.....

declare

under my own responsibility, that I have worked at the company in the address from to ; from
..... to.....with temporary contract and that I have performed the following tasks

.....

And therefore requests

recognition of the recruitment priority right, pursuant to the contract cited in the subject, with the same company, should the company
hire workers for the same tasks.

Date the worker

RECRUITMENT PRIORITY APPLICATION RECEIPT

The company..... declares that it has received the application for recognition of the recruitment
priority submitted

by Mr./Mrs.on for the status of temporary laborer

The company

MEMORANDUM OF UNDERSTANDING FOR THE RENEWAL OF THE PROVINCIAL COLLECTIVE LABOR AGREEMENT FOR
AGRICULTURAL WORKERS IN VERONA

On this 17th day of October 2012 in Verona

BETWEEN

- Confagricoltura Verona, as represented by its board member Paolo Ferrarese assisted by its director Luigi Bassani and the union office manager Laura Galvani;
- Confederazione Italiana Agricoltori di Verona (Verona section of the Italian farmers confederation), as represented by its vice-president and labor relations manager Laura Ferrin;

AND

- Fai Cisl represented by Alessandro Anselmi;
- Flai Cgil represented by Fausto Zaupa and Paola Salvi;
- Uila Uil represented by Giuseppe Bozzini and Andrea Meneghelli;

following the subscription of the meeting minutes of 4/10/2012 the parties agree on the following:

Bilaterality

The parties agree to establish by 31/12/2012 a single entity that encompasses the competencies of the Cassa extra legem (CIMILA) and ENBIAV, according to the indications and modalities that the respective National Organizations have agreed upon.

The parties further agree:

- ☐ to allocate, in anticipation of the activity of the new Body, an additional amount of EUR 90,000 that will be percentualized in the Cim contribution as of January 1st, 2013, and will be borne by employers since a significant part of the activities will be for the benefit of companies with respect to their occupational safety obligations.
- ☐ that as of 01.01.2013 the sick-leave allowance supplements, now paid by CIMILA will be equal to 100% of the tabular wage provided for the worker's qualification for the first three days of sick leave, regardless of its duration, to 40% from the 4th to the 20th day, 33,34% from the 21st to the 180th day. The supplements will be paid upon payment of the allowance by INPS.
- ☐ that with effect from 01.01.2013 the maternity leave allowance, currently paid by Cimila, will amount to EUR 500.00 for each child born after December 31st, 2012.

In addition, for the period 01.01.2013- 31.12.2013, the parties agree to provide agricultural workers who performed at least 102 days of work during the year 2012, including with more than one employer, with the following benefits:

1. Contribution amounting to 50% of the total expenditure, up to EUR 300.00, for the 2013 tuition of their children's daycare.
2. Contribution of EUR 100.00 for the tuition of each child enrolled in the year 2013 in kindergarten.
3. Contribution of EUR 200.00 for high school tuition for each child attending during the year 2013, for the purchase of school textbooks.
4. Contribution of EUR 200.00 for university enrollment of dependent children who are aligned with session exam schedule for the year 2013.

The parties will establish what documentation shall be required from agricultural workers in order to obtain the contributions referred to in items 1) to 4).

The benefits referred to in items 1) to 4) may be extended for years after 2013, subject to verification of the Body's budget.

Finally, in order to ensure the functionality of the Body, the parties undertake to meet annually, by mid-October, to verify the adequacy of the resources with respect to the implementation of the Body's activities development and, if necessary, to provide for the necessary economic supplements.

Additions to art. 14 Classification of agricultural and floricultural workers

The parties, summarizing the proposals for the new professional figures that emerged during the bargaining process, agree to integrate the provisions of art. 14 as follows:

1. Biogas plant attendant: area 2 level 5
2. Recreation worker on agritourism farms holding a professional qualification and/or teaching or equivalent: area 2 level 4
3. Night surveillance worker in agritourism farms: area 2 level 5

Additions to art. 15 Remuneration

The parties have agreed that wage increases will be calculated according to the following percentages and modalities: 5.7% on the tabular wages effective on 31/12/2011, with the following effective dates

- ☐ from 1/11/2012, 80% of the salary increase will be paid
- ☐ from 1/3/2013, the remaining 20% of the increase will be paid.

The parties, implementing what is already provided for in the CCNL of May 25th, 2010 in art. 44, reiterate that temporary workers are entitled to payment for the hours actually worked in the day.

In the event of interruptions due to force majeure, the hours not worked will be paid only and insofar as the employer has arranged for the worker to remain in the company at his or her disposal.

The enterprise, by adhering to bilaterality and fulfilling the relevant contribution obligations, discharges all its obligations in this regard to workers.

Contractual Welfare

The benefits provided for in articles 3, 34 and 35 of the present Agreement represent a contractual right of each worker. Therefore any worker employed by a company that does not adhere to the bilateral system and does not pay the relevant contributions is entitled to direct payment of equivalent benefits by the company itself.

By joining bilaterality and complying with the relevant contribution obligations, the companies fulfill all their obligations in this regard towards the workers.

If an employer fails to pay the contributions provided for in articles 34 and 35 of the present PCLA to the Body referred to in art. 3, shall, as of January 1st, 2013, be required, without prejudice to the obligation to pay

to the worker equivalent benefits, to provide workers with an additional share of salary - exempted from severance pay calculation - corresponding to the result of the application of the percentages of CIM (art. 34) and CAC (art. 35) provincial contributions to the actual salary of the individual worker

STATEMENT OF THE AGREEMENT
RLST “Rappresentante per la sicurezza territoriale” (territorial safety representative)

The following are present on 12/01/2022 in Verona at the headquarters of AgriBi Ente Bilaterale per l'agricoltura Veronese:

Coldiretti Verona, represented by its president Alex Vantini assisted by director Giuseppe Ruffini and head of the legal and union office Maria Assunta Casato;

Confagricoltura Verona, as represented by its president Alberto de Togni assisted by its director Luigi Bassani and the union office manager Laura Galvani;

the Confederazione Italiana Agricoltori di Verona (Verona section of the Italian farmers confederation), as represented by its president Andrea Lavagnoli assisted by its director Marta Turolla and the union office manager Laura Ferrin;

- Fai Cisl represented by Matteo Merlin;
- Flai Cgil represented by Maria Pia Mazzasette;
- Uila Uil represented by Daniele Mirandola;

Whereas

- with the entry into force of Legislative Decree no. 81/2008 in articles 47 and 48 the new figure of the RLST (territorial representatives of workers for safety) was introduced and regulated, postponing to the national bargaining process of the category or to a ministerial decree the identification of the methods of appointment or election and the tools for performing the relevant functions;
- on 03/06/2013 while waiting for an intervention in this regard by collective bargaining, Confagricoltura Verona, Confederazione Italiana Agricoltori, Fai-Cisl, Flai Cgil and Uila Uil of Verona signed an agreement for the establishment of territorial representatives of workers for safety for companies based in the province of Verona in which there was no internal representative of workers for safety, undertaking to meet again if a national agreement on RLSTs was reached.
- with the renewal of the CCNL of 19/06/2018, the national agreement on RLST was signed without prejudice to any territorial agreements already stipulated in the meantime;
- after eight years of operation of the RLST under the management of AgriBi, the parties felt the need to meet to take stock of the situation and, while giving positive evaluation to the experience so far, consider however to update the agreement for the exercise of the functions of RLST for the province of Verona;
- Coldiretti, having acknowledged the national agreement signed, has asked to participate in and sign the agreement governing the functions of the territorial RLST for the province of Verona.

Whereas all the above, the Parties agree and stipulate the following:

1. The preamble constitutes an integral part of the present agreement;
2. The service provided by the RLSTs to farms in the province of Verona, will remain the responsibility of AGRIBI. Ente Bilaterale per l'Agricoltura Veronese, which will assume in the same manner as in the past the entire management of the activity of the RLSTs with the consequent charges, and will establish the activities to be carried out with appropriate procedures, in compliance with the provisions of the national union agreement and with Legislative Decree 81/2008 as amended. The parties also confirm, to delegate to AGRIBI. the functions of the Joint Body for safety in the workplace provided for in art. 2 paragraph 1 letter e) and D.Lgs. 81/2008.
3. The number of RLSTs for the province of Verona remains as 3 operators, whose designation is jointly the responsibility of Fai-Cisl, Flai-Cgil and Uila-Uil even in the event of replacements or alternations in the appointment.
4. The designated individuals, by virtue of what is agreed in Annex 17 of the CCNL in points 3 and 5, having gained agricultural experience, since they were designated by the trade union federations Fai, Flai and Uila of Verona, which represent agricultural workers, shall have basic training in occupational health and safety.

5. In addition to occupational safety, RLSTs employed by AGRI.BI may take care, if necessary, of other activities assigned to them by the Management Committee.
6. It is forbidden for RLSTs to carry out trade union promotion activities. In the performance of their duties, they must ensure strict confidentiality of data and information they become aware of during their activities. Such data and information, if necessary, may be shared exclusively with the Management Committee of the Body.

Read, confirmed, signed

CONFAGRICOLTURA VERONA

FAI –CISL

COLDIRETTI VERONA

FLAI-CGIL

CONFEDERAZIONE ITALIANA AGRICOLTORI

UILA-UIL

PERMANENT WORKERS: HOURLY WAGE

CATEGORY	ORDINARY HOURS	OVERTIME HOURS	SUNDAY AND HOLIDAY S	NIGHT WORK AND SUNDAY/HO LIDAY OVERTIME	NIGHT WORK ON SUNDAY/HO LIDAYS
level 1 (new level)	€ 11.19	€ 13.99	€ 15.11	€ 15.67	€ 16.79
level 2 (former spec. super)	€ 10.62	€ 13.27	€ 14.33	€ 14.86	€ 19.52
level 3 (former specialized)	€ 9.99	€ 12.49	€ 13.49	€ 13.99	€ 14.99
level 4 (former qualified super)	€ 9.52	€ 11.89	€ 12.85	€ 13.32	€ 14.27
level 5 (former qualified)	€ 8.97	€ 11.21	€ 12.11	€ 12.56	€ 13.46
level 6 (former common p. 137)	€ 7.90	€ 9.88	€ 10.67	€ 11.06	€ 11.85
level 7 (former common p. 110)	€ 6.36	€ 7.95	€ 8.58	€ 8.90	€ 9.54

PERMANENT WORKERS: MONTHLY WAGE

WAGE	BY CATEGORY
level 1 (new level)	€ 1,891.25
level 2 (former spec. super)	€ 1,794.01
level 3 (former specialized)	€ 1,689.07
level 4 (former qualified super)	€ 1,608.15
level 5 (former qualified)	€ 1,516.17
level 6 (former common p. 137)	€ 1,335.76
level 7 (former common p. 110)	€ 1,074.38

TEMPORARY WORKERS: HOURLY WAGE

CATEGORY	ORDINARY HOURS	OVERTIME HOURS	SUNDAY AND HOLIDAY S	NIGHT WORK AND SUNDAY/HO LIDAY OVERTIME	NIGHT WORK ON SUNDAY/HO LIDAYS
level 1 (new level)	€ 14.60	€ 17.40	€ 18.51	€ 19.07	€ 20.19
level 2 (former spec. super)	€ 13.85	€ 16.51	€ 17.56	€ 18.09	€ 19.15
level 3 (former specialized)	€ 13.04	€ 15.54	€ 16.53	€ 17.03	€ 18.03
level 4 (former qualified super)	€ 12.41	€ 14.79	€ 15.74	€ 16.22	€ 17.17
level 5 (former qualified)	€ 11.70	€ 13.94	€ 14.84	€ 15.29	€ 16.19
level 6 (former common p. 137)	€ 10.31	€ 12.29	€ 13.08	€ 13.47	€ 14.26
level 7 (former common p. 110)	€ 8.29	€ 9.88	€ 10.52	€ 10.83	€ 11.47
level 8 (former picker)	€ 7.50	€ 8.94	€ 9.51	€ 9.80	€ 10.38

EMPLOYEE SEVERANCE INDEMNITY FOR TEMPORARY WORKERS

CATEGORY	DAY WAGE	HOURLY WAGE
level 1 (new level)	€ 6.28	€ 0.97
level 2 (former spec. super)	€ 5.95	€ 0.92
level 3 (former specialized)	€ 5.61	€ 0.86
level 4 (former qualified super)	€ 5.34	€ 0.82
level 5 (former qualified)	€ 5.03	€ 0.77
level 6 (former common p. 137)	€ 4.43	€ 0.68
level 7 (former common p. 110)	€ 3.57	€ 0.55
level 8 (former picker)	€ 3.23	€ 0.50

SALARY SCALES FOR FLORICULTURAL WORKERS IN THE PROVINCE OF VERONA - VALID FROM 01/01/2021

PERMANENT WORKERS: HOURLY WAGE

CATEGORY	ORDINARY HOURS	OVERTIME HOURS	SUNDAY AND HOLIDAY S	NIGHT WORK	OVERTIME ON SUNDAY OR HOLIDAYS	NIGHT WORK ON SUNDAY/HO LIDAYS
level 1 (new level)	€ 11.19	€ 14.44	€ 15.67	€ 16.56	€ 16.79	€ 17.34
level 2 (former spec. super)	€ 10.62	€ 13.70	€ 14.87	€ 15.72	€ 15.93	€ 16.46
level 3 (former specialized)	€ 9.99	€ 12.89	€ 13.99	€ 14.79	€ 14.99	€ 15.48
level 4 (former qualified super)	€ 9.52	€ 12.28	€ 13.33	€ 14.09	€ 14.28	€ 14.76
level 5 (former qualified)	€ 8.97	€ 11.57	€ 12.56	€ 13.28	€ 13.46	€ 13.90
level 6 (former common p. 137)	€ 7.90	€ 10.19	€ 11.06	€ 11.69	€ 11.85	€ 12.25
level 7 (former common p. 110)	€ 6.36	€ 8.20	€ 8.90	€ 9.41	€ 9.54	€ 9.86

TEMPORARY WORKERS: HOURLY WAGE

CATEGORY	ORDINARY HOURS	OVERTIME	SUNDAY/ HOLIDA Y WORK	NIGHT WORK	OVERTIME ON SUNDAY/HOLIDA YS	NIGHT WORK ON SUNDAY/HOL IDAYS
level 1 (new level)	€ 14.60	€ 17.85	€ 19.08	€ 19.97	€ 20.20	€ 20.75
level 2 (former spec. super)	€ 13.85	€ 16.93	€ 18.10	€ 18.95	€ 19.16	€ 19.69
level 3 (former specialized)	€ 13.04	€ 15.94	€ 17.04	€ 17.84	€ 18.04	€ 18.53
level 4 (former qualified super)	€ 12.41	€ 15.17	€ 16.22	€ 16.98	€ 17.17	€ 17.65
level 5 (former qualified)	€ 11.70	€ 14.30	€ 15.29	€ 16.01	€ 16.19	€ 16.63
level 6 (former common p. 137)	€ 10.31	€ 12.60	€ 13.47	€ 14.10	€ 14.26	€ 14.66
level 7 (former common p. 110)	€ 8.29	€ 10.13	€ 10.83	€ 11.34	€ 11.47	€ 11.79
level 8 (former picker)	€ 7.50	€ 9.17	€ 9.80	€ 10.26	€ 10.38	€ 10.66

EMPLOYEE SEVERANCE INDEMNITY FOR TEMPORARY WORKERS

CATEGORY	DAY WAGE	HOURLY WAGE
level 1 (new level)	€ 6.28	€ 0.97
level 2 (former spec. super)	€ 5.95	€ 0.92
level 3 (former specialized)	€ 5.61	€ 0.86
level 4 (former qualified super)	€ 5.34	€ 0.82
level 5 (former qualified)	€ 5.03	€ 0.77
level 6 (former common p. 137)	€ 4.43	€ 0.68
level 7 (former common p. 110)	€ 3.57	€ 0.55
level 8 (former picker)	€ 3.23	€ 0.50