



Mr. Richard Prince
Managing Director, Italy
Aviapartner Handling S.p.A.
E-mail:
richard.prince@aviapartner.aero

Mr Alberto Gaudino
Deputy Country Manager & Human
Resources Director, Italy
Aviapartner Handling S.p.A.
E-mail:
alberto.gaudino@aviapartner.aero

Brussels, 7 July 2020

Dear Mr Prince,
Dear Mr Gaudino,

Reminder to pay 14th month outstanding salaries to Aviapartner employees in Italy

We are writing to you on behalf of the European Transport Workers' Federation which represents 5 million transport workers including approximately 370,000 aviation workers around Europe, including Italian trade unions FIT-CISL, FILT-CGIL, and Uiltrasporti, representing Aviapartner workers in Italy.

We are concerned about the way Aviapartner in Italy has been treating its workforce and handling the impact of the COVID-19 crisis.

We have been informed by our affiliates about their difficulties stemming from Aviapartner's inability to pay workers employed in Italy 14th month salaries all at once, as is the usual practice as well as your contractual obligation. Instead, workers have been informed that their 14th month salary would be paid in several instalments over a longer period of time. Moreover, this has been implemented as a unilateral decision by Aviapartner management, despite a clear trade unions' opposition to such a drastic measure.

As you are aware, aviation workers including ground handling workers in Italy have been particularly hardly hit by the COVID-19 pandemic, not only in terms of dealing with insidious disease but also in economic terms. While the pandemic may have caused you as an employer some difficulties, you have been benefiting from the state support scheme. It is utterly unacceptable to pass on an economical burden - which the state has helped you to cover - to your employees and their families. Yes, the pandemic has been hard and unexpected, but you cannot make up for the lost profit by simply deferring payment of workers' salaries as you see fit, denying workers of their rights.

Therefore, we would like to urge you to avoid using COVID-19 as a pretext to lower existing standards and employment conditions in Italy and to comply with your contractual obligations. Moreover, we would like to ask you to carefully reconsider your decision and rectify the situation by processing all delayed payments of the salaries immediately.

We would like to call on you to engage in a respectful social dialogue with trade unions organising Aviapartner in Italy. We would like to stress that it is through a joint effort and collaboration between management and workers that the aviation ecosystem including ground handling can be rebuilt and restart again.

Finally, we would like to reiterate that according to the national contract, payment of 14th month salaries is your duty. As you are aware, every unlawful action has consequences. Any failure to follow your legal obligations will not be left without a trade union response. Rest assured that we will keep supporting our Italian trade union colleagues in defending workers' rights.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Josef Maurer', written in a cursive style.

Josef Maurer
Head of Aviation and Operations