

**Fincantieri shipyards: the struggle has begun.
Let's push it further with unity and determination!
There's a lot at stake!**

Workers,

the strong and cohesive strikes on the last 23th and 25th of March and the good participation of contract and office workers have broken the ice at Marghera shipyard, following the strikes in Muggiano, Riva Trigoso and other shipyards. This is the *only possible answer* to Fincantieri-bosses' ultra-aggressive position, which was formalized with the document submitted to the Unions on the 17th of March.

This document is *a full-scale anti-workers platform* thoroughly matching Marchionne's method and Renzi government's course: in order to make companies more competitive and profits higher Fincantieri bosses intend *to bulldoze workers' bodies and dignity, along with the rights they have gained fighting*. The bosses want to hit both Fincantieri workers and, even harder, contract workers, tearing to pieces the collective agreement itself. They are pursuing *a political goal in the long term*, that is to establish their absolute supremacy in the shipyards by making workers rights and organization *fall back to the conditions of several decades ago*.

Working longer hours for free, up to 104 hours per year; the possibility to use the 6x6 shifts system just as the company pleases; the unilateral decision to make productivity bonuses depend exclusively on profits, with the concrete possibility to lose them all; the cut in working-away allowances; more insecurity for Fincantieri and contract workers by means of temporary agencies; no commitment to make contract-working safer, for their top-of-the-list commitment is a deeper cut in production costs; lower salaries to new employees; disciplinary actions against workers and Unions calling for the fight ... and new aggressions are being weighed up, such as new disciplining devices (a microchip on the shoes, it's a joke, isn't it?) and starting new FIAT-way shadow-companies, to move to Fincantieri workers or whole productive divisions and cut the wages down. According to "Messaggero veneto" of the 20th of March, Fincantieri is waiting for "the collective agreement to expire and the minimum wage to be introduced *to get to modify the whole set of contractual tools and automatisms*".

Fincantieri aggressive reaction to Monday's strike and its threats confirm the company is in earnest now. These aren't just skirmishes, *it's a frontal attack on*

workers. Only people playing dumb and not caring for workers' deteriorating conditions can pretend, just as FIM and UILM Unions leaders do, that every thing is fine. They are refusing united action and treacherously paving the way for the umpteenth disgusting separate agreement. However, one should not leave things up to FIOM leaders, whose choices have been increasingly diverging from their promises lately. FIOM leaders have shown they are ready to swallow the bitter pills they had previously refused, and to make workers swallow them, as long as they get "the Trade Union role recognized".

No, the only effective way to tackle bosses' arrogance is that all workers - blue and white collars and technicians, all experiencing company's bashes - turn-themselves *into the real players of the struggle*. It must be a united struggle, not drawing distinctions on ground of Unions' labels and merging Fincantieri and contract workers' claims with themselves: *a national meeting of determined union delegates and workers* must recover as soon as possible the tightest unity of action among all the shipyards, and workers assemblies must have the first and last word on the agreements.

It's going to be a hard and long struggle. *It can and must be won though!*

In July-August 2013 we only got close to that, but now we are not alone anymore against the company. *All the shipyards are now fighting! Let's bring our claims out of the shipyard walls!*

All our needs - to get higher wages, not to work longer hours and experience more and more insecurity at work, and to attain our rights back - are the same needs many other workers are now feeling, being attacked as well by other bosses and by the government.

Let's tell to precarious and unemployed workers that bowing the head will affect them too, because the more the work is exploited, the harder become unemployment and insecurity, with an increasingly aggressive downward competition among ourselves. And let's do everything we can to get in touch with Fincantieri workers from all around the world, in order to decide a common course of action!

**Committee in support of Fincantieri workers
Marghera, 26th March 2015**