

# New Bargain in Automobili Lamborghini



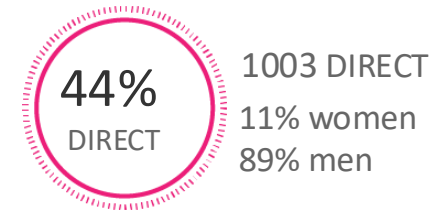
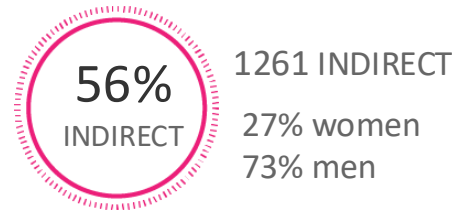
# Lamborghini People.



HC Actual 30<sup>th</sup> November 2023

TOTAL HEADCOUNT SANT'AGATA BOLOGNESE (ITALY)

2.264



## GENDER

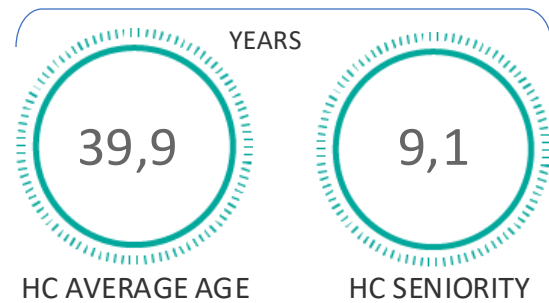


Women  
19,6%  
Men  
80,4%

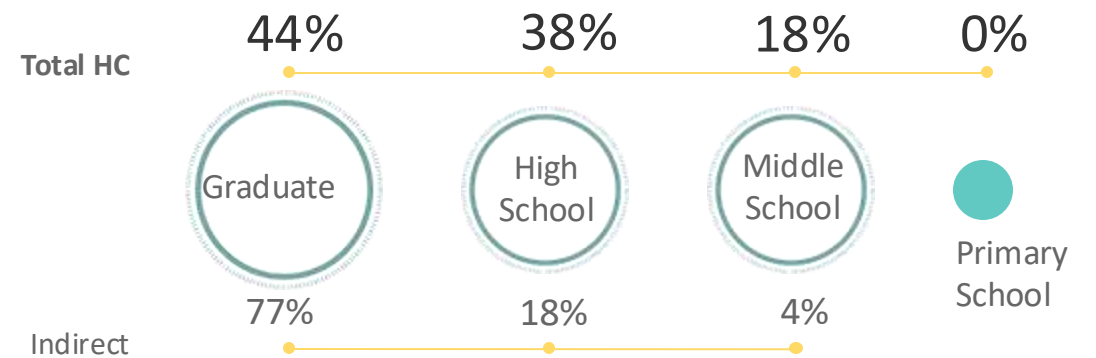


Women  
15,4 %

## AGE & SENIORITY



## EDUCATION



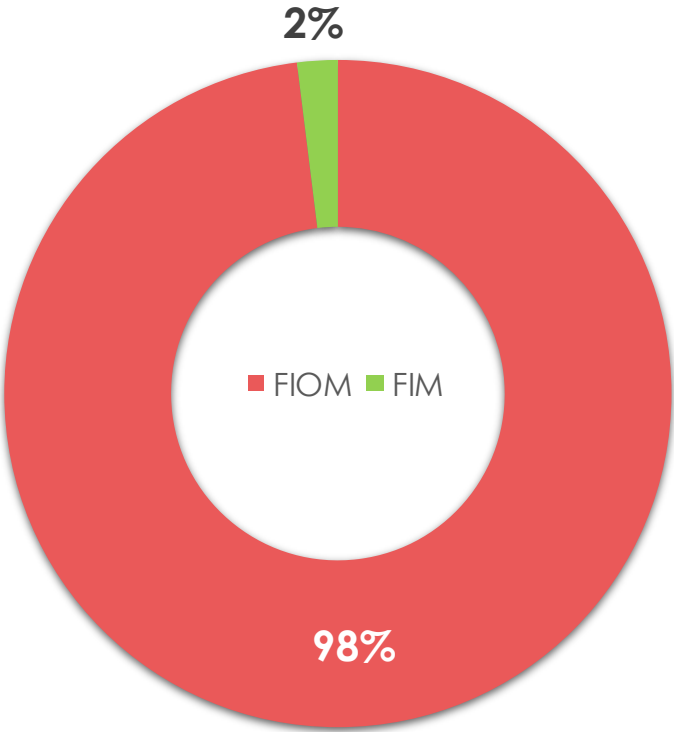
# Work Council People.



**Fiom-Cgil** gained  
**1.050**  
votes, equal to  
**98%**  
21 Delegates elected

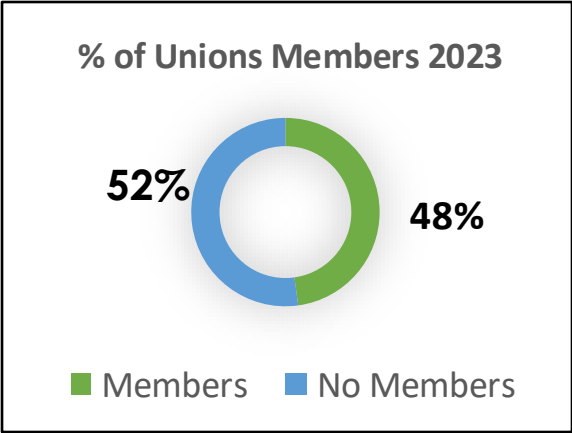
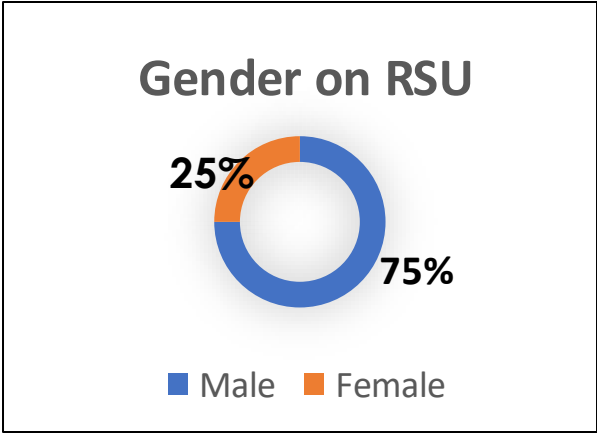
**Fim-Csil** gained  
**34**  
Votes, equal to  
**2%**  
1 Delegate elected

## Last Election 2021



## Next Election 2024




number of voters  
**1.128**  
female and male colleagues,  
equal to  
**69%**  
of the total number of employees



# The Steps for New Bargaining.



## Democratic & Participative way:

-   Platform Hypothesis Survey: **April 2022;**
  - Platform Proposal: **August 2022;**
  -   Platform Voted&Approved : **September 2022;**
  - First meeting with the company: **05 November 2022;**
  -   Hypothesis of agreement: **04 December 2023;**
  -   Approved by Vote: **07 December 2023;**
  -   Bargain Signed: **24 January 2024;**
- 35** Official Meetings with Company & Work Council & Unions
- 9** Technical Commissioning Meetings
- 12** Numbers of Assemblies with all the workers
- 8** Hours of Strike with massive participation.

**Approved By: 2072 People – YES: 96,2%**

# New Lamborghini Bargaining.



More Participation: strengthen the commissions & improve the Informative meetings



Better Work Life Balance: New Production Shifts hours, less time on the workplace but with the same productivity level



Attention to all workers: A new Bilateral Commission for **monitoring the Supply chain** due diligence Act



Better Salary: Complex Salary Increase, focus on Company bonuses, main indemnities update and, for Y2023 lump sum 60° Anniversary



Future Attitude: **500 New Hiring.** Find new ways for coming on factory Public Transport & Car Sharing).



More Rights: strengthen parental rights, New Rights for adopting a child & for the insert children on Kindergarten



Social Skills Improved: Create mandatory courses for inclusion & diversity; first aid courses for anyone would try to do



@Remoteworking: Up to 12 days at month for remoteworking, increasing flexibility, also on mobile working days



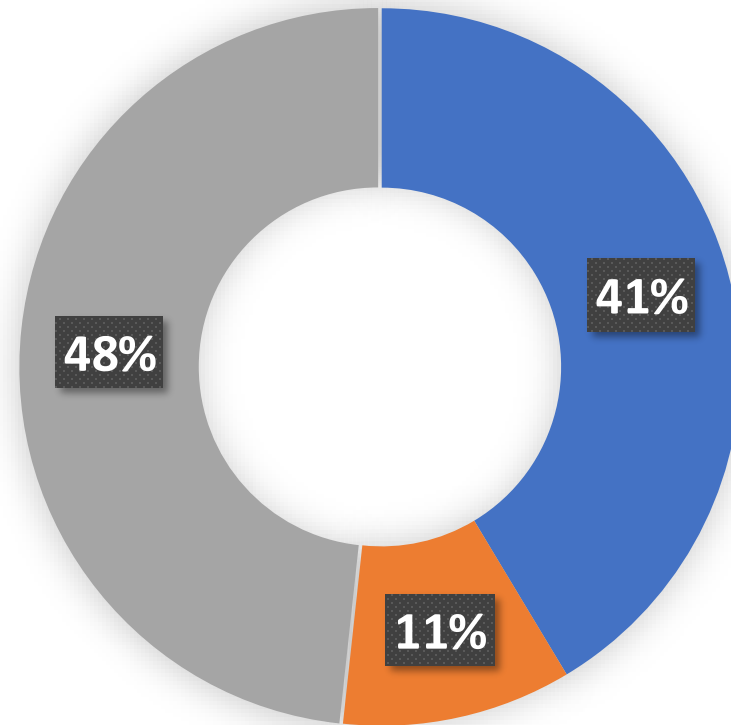
# Focus on Time reduction.



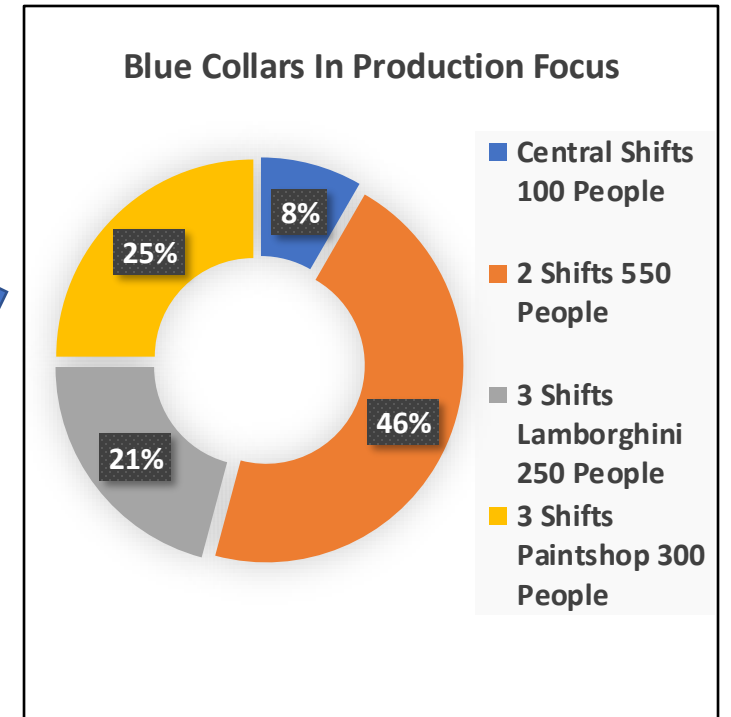
The Time Reduction, involved all the people in Automobili Lamborghini. (Actually 2900 People)

We managed 3 differently situation:

- Blue Collars involved in the Production Process **1200 People**.
- Blue Collars not involved in Production Process **300 People**.
- White Collars **1400 People**.



- Blu Collar in Production
- Blue Collar No Production
- White Collar



New organizations will begin from October 2024 to March 2025.

**On March 2025 all people in Lamborghini will be on the new shifts time.**



# Blue Collars in Production 1/4.



## New Working Models:

### 3 Shifts Paintshop:

Model applied: **1 Friday** of work each **3** week

Working Hours each Day		Weekly work hourly average		Individual hours off Work Remained	
Before	After	Before	After	Before	After
7:30/7:30/ 7:30	7:30/7:30/ 7:30	37,5	32,3	64	14

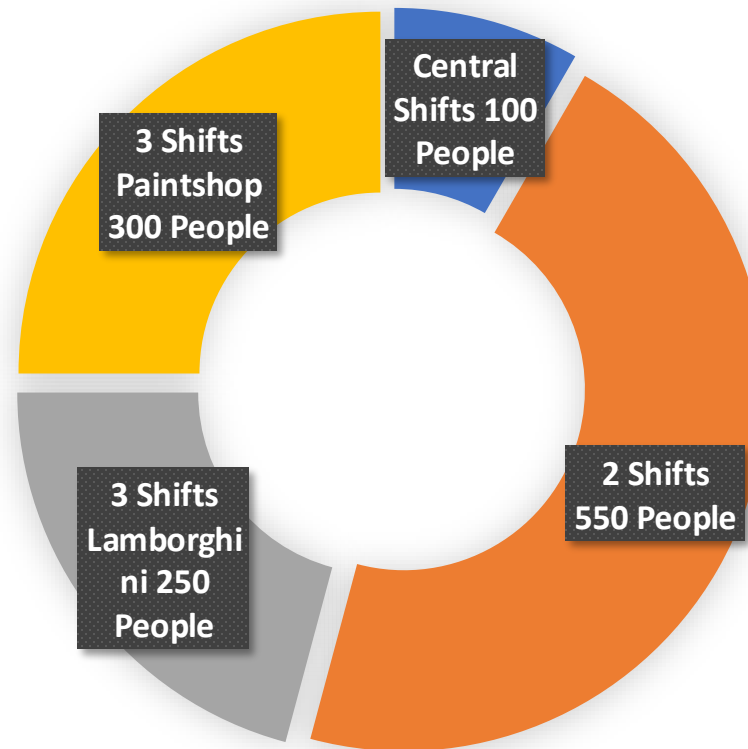
The 2&3 Shifts of Friday will be no more present at works, The Production will end at 13:30.

### 3 Shifts Lamborghini:

Model applied: **1 Friday** of work each **3** week

Working Hours each Day		Weekly work hourly average		Individual hours off Work Remained	
Before	After	Before	After	Before	After
7/7/6	7:15/7:15/ 7:15	33,3	31,2	0	14

The 2&3 Shifts of Friday will be no more present at works, The Production will end at 13:15.



NB: In Lamborghini we have a collective closure for all Production models of 25 Days par year, this condition will remain the same in the future.

### Central Shifts:

Model applied: **1 Friday** of work each **2** week

Working Hours each Day		Weekly work hourly average		Individual hours off Work Remained	
Before	After	Before	After	Before	After
8	8	40	36	64	22

### 2 Shifts:

Model applied: **1 Friday** of work each **2** week

Working Hours each Day		Weekly work hourly average		Individual hours off Work Remained	
Before	After	Before	After	Before	After
7/7	7:15/7:15	35	32,4	0	22

The Second Shift of Friday will be no more present at works, The Production will end at 13:30.



# Blue Collars in Production 2/4.



## Conclusions:

### 3 Shifts Paintshop:

Model applied: 1 Friday of work each 3 week

-31 Days less then today at works

32,3 Weekly work hourly average

-187 WorkingHours less then today.

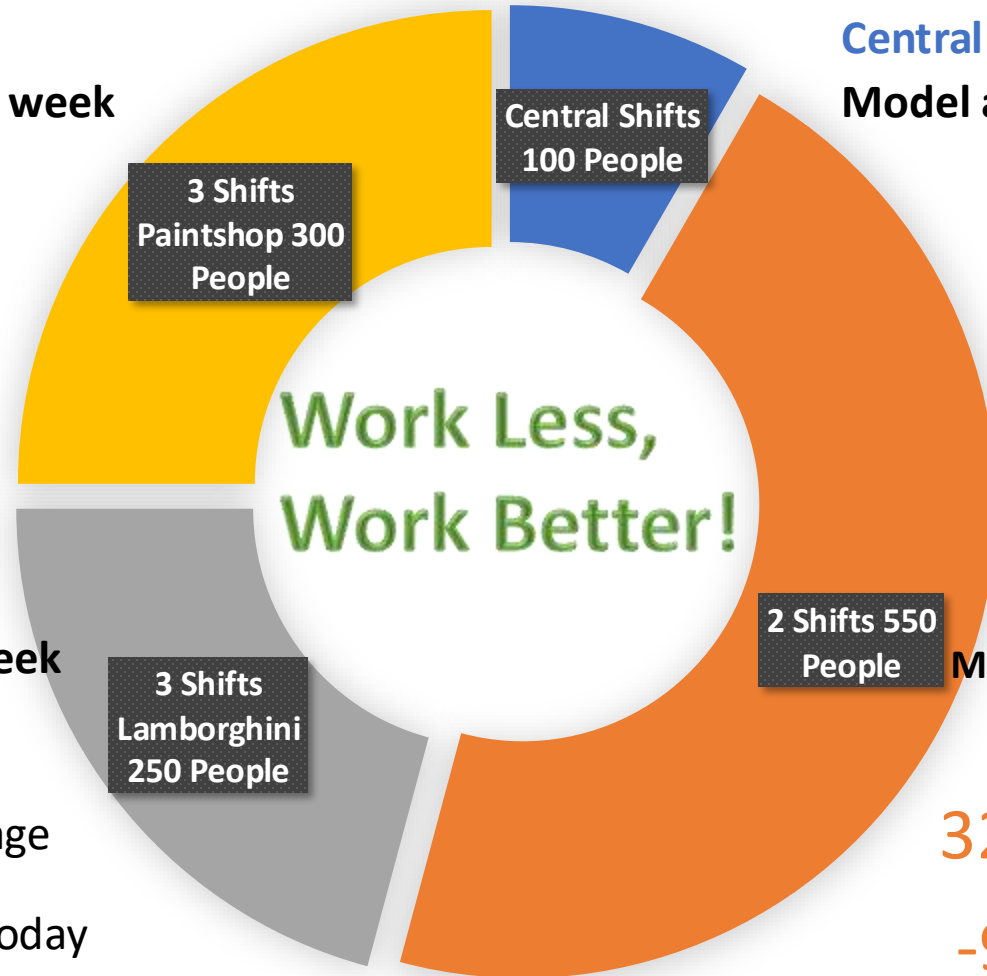
### 3 Shifts Lamborghini:

Model applied: 1 Friday of work each 3 week

-31 Days less then today at works

31,2 Weekly work hourly average

-161 WorkingHours less then today



### Central Shifts:

Model applied: 1 Friday of work each 2 week

-22 Days less then today at works

36 Weekly work hourly average

-168 WorkingHours less then today

### 2 Shifts:

Model applied: 1 Friday of work each 2 week

-22 Days less then today at works

32,4 Weekly work hourly average

-99 WorkingHours less then today

NB: In Lamborghini the mandatory Flexibility (Max: 80hours par year), was done in Saturday, from the new contract will do on «free Friday», the Saturday will be always save.





# Blue Collars in Production 3/4.



## Maintenance of Productivity Level 1/2:

### 1. Team Leaders:



- ❖ From group of people from 8 to 10.
- ❖ To group of people from 8 to 12.

### 2. Paintshop Characteristics:



- ❖ Absorbed the 6 additional days in the new reduction time.
- ❖ The Pause inside the 7,30 hours of Job will be changed from 30 minutes to 22 minutes (4,5% of working time like the other Lamborghini Plants).

### 3. Formations off-the Job:



- ❖ Until 20 hours per year of formations could be done in the «free Fridays».
- ❖ All this kind of formations will be concordate with work councils before.

### 4. PAR:



- ❖ 50 Hours Less of Individual Time each year for the workers in Central Shifts & 2 Shifts
- ❖ 60 Hours less of individual Time each year for the workers in the 3 Shifts
- ❖ The hours will be downloaded proportionally each month.
- ❖ 15 days at month or more of: Illness, injuries & Parental Leaving, don't cause the downloading of PAR for that month



# Blue Collars in Production 4/4.



## Maintenance of Productivity Level 2/2:

### 5. K-Factor:



In Lamborghini we applied the calculation of production time with methodology MTM-ERGO UAS.

We have a contract that in each production line the saturation are 95% Media for the workplaces.

Before

- 1. Ergonomical increase % in time:**
  - Green Workplaces: 2%
  - Yellow Workplaces: 3% to 9%
  - Orange Workplaces: 9% to 12,5%
  - Red Workplaces: >12,5% (don't exists or if it's will happen a commission starts immediately to work to remove this condition)
- 2. No Ergonomical rules about the number of Green/Yellow/Orange Workplaces**

After

- 1. Ergonomical increase % in time:**
  - Orange Workplaces: 9% to 12,5%
  - Red Workplaces: >12,5% (don't exists or if it's will happen a commission starts immediately to work to remove this condition)
- 2. New Ergonomical Rules:**
  - Mimimum 50% of Green Workplaces;
  - Maximum 20% of Orange Workplaces;
  - Each year 15% of Orange and Yellow Workplaces need to becomes green.



# Blue Collars out of Production .



**300 Workers from Specialized areas (R&D, Maintenance, After Sales, etc.).**

## Central & 2 Shifts.

- 4 Days each 3 Month of free time
- 16 Days par year more than today
- 2 Hours of individual time consumed each day.
- 6 Hours totally in charge of company.

## 3 Shifts.

- 6 Days each 3 Month of free time
- 24 Days par year more than today
- 2 Hours of individual time consumed each day.
- 6 Hours totally in charge of company.

- ❖ If the days aren't used before the finish of the 3° month the days will be lost;
- ❖ The Days aren't fix on Friday but it will be plan in each day of the week.



# White Collars.



## 1400 Workers involved.

In Italy, usually, white collars workers haven't the extraordinary hours paid (usually have a formula called Forfait), in Lamborghini the forfait hours are used to create more flexibility instruments.

### Before:

**8** Days of Remote Working.

**Forfait +** Only in Presence not in Remote & people can accumulate it only after the 8° hour of work.

**Forfait -** You can use until 2 hours par day (daily Flexibility) Not in RemoteWorking

**4** Days of «Forfait +» one every 3 month.

### After:

**12** Days of Remote Working.

**Forfait +** Each 4 hours in presence you will have **30** minutes more of «Forfait +».

**Forfait -** You can use until 4 hours par day. Daily Flexibility in Smart working too




**12** Days of «Forfait +» one each month.

- ❖ If the days aren't use you will lost it.
- ❖ The adding days could be use only at the end of the Holiday Pianification (of the month).

# Starting Time.






## October 2024









- BIW/CFK (CDC 35) 
- PSC/CFK (CDC 21) 
- Protoshop/R&D (CDC 526) 

**N° Workers Involved: 61**

### Legend














-  Blue Collar in Production
-  Blue Collar out of Production
-  White Collar

## November 2024

- Urus Assembly (CDC 162/163) 
- Urus Testing&Zp7 (CDC 182/183) 
- Urus Logistics (CDC 419) 
- Road Test (CDC 195) 
- Finishing Zp8 Q&P (CDC 197/210/220) 
- PSC/Urus (CDC 428) 
- Torque Team/Urus (CDC 200) 
- Maintenance/Urus (CDC 490) 





**N° Workers Involved: 541**

## January 2025

- SSC Line (CDC 121/122) 
- SSC Testing&ZP7 (CDC 180/181/184) 
- Sadlery DPT (CDC 130/131) 
- SSC Logistics (CDC 410/420) 
- PSC/SSC (CDC 425/427) 
- Maintenance&Tools (CDC 10/489/490) 
- Engine&E-Axle Line (CDC 90/91) 
- Audit&Task Force Q. (CDC 196/198) 
- After Sales&Polo Storico (CDC 600/640) 
- White Collar (ALL) 
- Engine&Testing&Emission/R&D (CDC 556/561/591) 
- Motorsport (CDC 137) 
- Meisterbock (CDC 194) 

**N° Workers Involved: 2267**

## April 2025

- Paintshop DPT (CDC 81/82/83/84/86) 
- Paintshop Quality (CDC 293) 
- CFK DPT (CDC 23/31/32/33/34) 
- PSC/CFK (CDC 36) 
- Maintenance/CFK (CDC 38/20) 
- CFK Quality (CDC 193) 
- AC/RC & OOC (CDC 545) 

**N° Workers Involved: 2847**

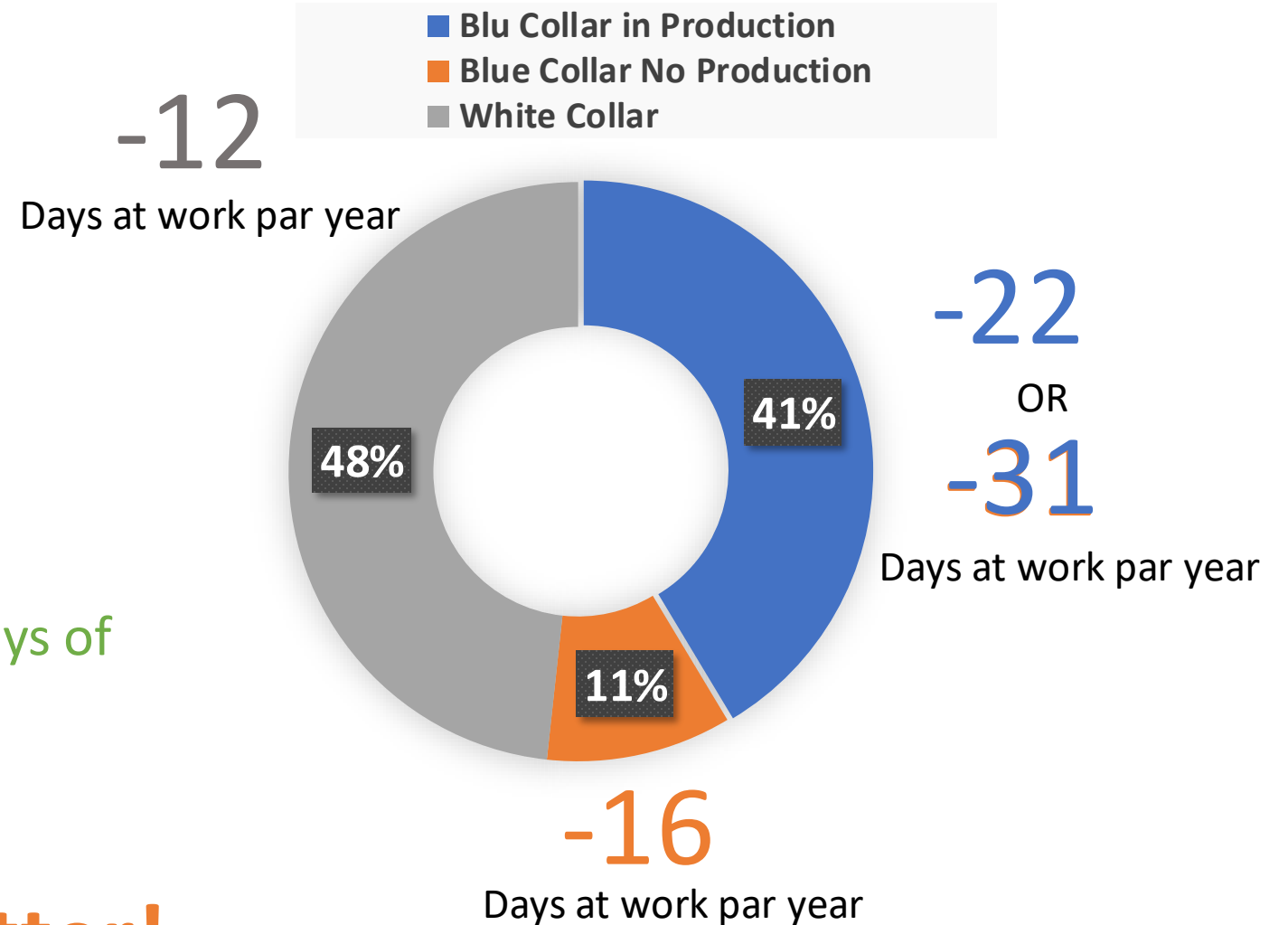
# Conclusions.

❖ Same Productivity Level

❖ More safety Rules on Ergonomic Factor

❖ No More Saturday at work in Mandatory Flexibility.

❖ More Individual Flexibility for White Collars, including 12 days of remote working.



**Work Less, Work Better!**

Grazie.

