



UniCredit European Works Council fully supports the position and demands of UBIS Poland Trade Union that were presented to the Employer in the course of negotiations concerning amendments to the Collective Agreement for 2013. Especially in the area of company-wide pay rise based on the real economic level, and rejection of a flexible working hours and implementation of a 12 month long settlement period of overtime.

Company-wide pay rises constitute an essential element of the employees' motivation, and also safeguard the value of the remuneration versus inflation.

Flexible working hours may constitute a risk of disruption of the employees' private time as a result of changes or, what's worse, unilateral imposition of the start and end of work time.

The extension of overtime settlement period up to 12 months may cause the postponement of payment of overtime - both in days off or money.

European Works Council calls the Employer to establish a dialogue with the Trade Union in order to reach common agreement that will be beneficial from the perspective of the employees' interests.

Milan, 20 th November 2013

**EUROPEAN WORKS COUNCIL UNICREDIT GROUP**