

MILANO METROPOLI

Dear Angel,

I am unfortunately writing to you for a regrettable fact in progress at the Italian branch in Milan of Banco do Brasil AG (under Austrian law, based in Vienna).

The Banco in Italy deals with the commercial cooperation between Brazil and Italy.

An article by the Vice President in charge of the International Area appeared last may in the Brazilian press informing of the closure of the Italian branch, news confirmed by the branch Director himself a few days later.

A meeting was requested to the company represented by the Director and Deputy Manager and assisted by a leading international law firm.

The Director announced that in addition to Italy, the offices in Madrid and perhaps Paris would be closed in Europe, while the offices in Lisbon and Vienna downsized for the time being.

During the first meeting on September 2nd, the trade union expressed the proposal to relocate many workers at the Lisbon and Brazil offices, most of these colleagues are Brazilians.

The recourse to the sector Emergency Fund was also proposed, in order to accompany the workers economically for two years and with an outplacement path (in Italy these are standard proposals in similar cases).

In addition, the bank was urged to consider the possibility of having these colleagues involved in professional retraining courses financed by the bilateral sector fund (FBA).

The company took note of the requests and, at the end of the meeting, undertook to give us the answers at the next meeting.

The meeting was not held, nor was planned, since on September 11th the Bank announced through formal channels the dismissal of three employees.

Two of them, present in the office, were summoned and invited to leave the building immediately after receiving the notice of dismissal.

The third person, working remotely from home, saw the connection cut brutally and without notice, understanding shortly afterwards the reason, having received the dismissal letter.

Surprisingly, the Banco do Brasil considers ethics its strong point and its code of conduct as well as its countless national and international awards are displayed everywhere, while evidently, ethics is not really part of the bank's way of doing things in this concrete case!

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As an alternative to dismissal, the bank has proposed a consensual termination of employment with an incentive of 6 months' salary!!!! (among other things, in doing so, the employees would lose the right to ask for the specific compensation for the dismissal cd. Naspi).

I kindly ask you for your valuable intervention at the level that you consider appropriate to the situation.

I can hardly imagine the reaction if an Italian bank had behaved in this way in Brazil.

I wonder if the Brazilian union is aware of this situation and what its position is on the point.

I have not yet activated the Italian media to denounce the situation, but it is a possibility that I am seriously considering.

I would have expected, especially in these pandemic times, a very different approach by a bank that flags ethics worldwide, a positive approach made of discussions and search for shared solutions in a constructive climate, despite the difficult situation.

I would have expected respect for people, many of whom have been employees for many years and have worked with full commitment and seriously.

I look forward to your help.

Fraternal greetings

General Secretary FIRST CISL Milano Metropoli and
International Coordination FIRST CISL

Marco Giorgio Berselli

Luciano Malvolti

P.S. In addition to the damage, the mockery: last September 22nd, "O Globo" published an interview with the President of Banco do Brasil (André Brandão) in which he argues that the support to Brazilian companies abroad will be strengthened since the Bank has already made investments to follow its customers abroad.