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System Logistics: Solidarity holidays to avoid redundancy payments

Managers are voluntarily transferring their holiday pays for solidarity purposes, to assure that all the company staff have sufficient holidays and to avoid the opening of the redundancy fund. This is the innovative and solidarity-based solution identified by System Logistics, a company based in Fiorano Modenese (MO), leader in the supply of intralogistics automations: The solution is aimed at preventing that employees are penalized as they belong to departments with suspended activities pursuant to the latest decree of the Italian Government - DPCM (Production, Installation, Service).

"75% of our staff is operating in smart working mode, to assure that the commercial, design and business support activities are running smoothly. When we found ourselves having to suspend the activities of the remaining 25% of our colleagues, we identified an important figure: using the residual holidays of the managers alone, we would be able to guarantee not only covering the holiday pays that would be otherwise negative, but also to provide a two week rest by the end of the year. The company's choice was to give all its staff the opportunity to transfer their holiday pay for solidarity purposes, by setting up a Banca Ore Solidale (Solidarity Working Time Bank) that can be used by the end of the year in the event that the emergency period is extended", says Carlo Bondioli, HR Manager at System Logistics. "The response from the colleagues has already been extremely positive and this fills us with pride as it is the truest and most visible demonstration of strong solidarity among colleagues".

This innovative choice adds to a series of other solidarity measures adopted by the company to deal with the emergency, such as: full pay reimbursement to trainees despite their suspension, activation of a health policy dedicated to "Covid-19" positives, implementation of an e-learning platform with thousands of refresher courses available to all employees.

"The solution identified makes it possible to face the current emergency with the involvement and support of everyone, once again showing the sense of belonging, generosity and solidarity that has always distinguished our company. We are an extraordinary group of people and this fills us with pride and positive thinking for when we can start again," says Luigi Panzetti, CEO of System Logistics.

For more information: <http://systemlogistics.com/>

System Logistics S.p.A

(Company subject to management and coordination pursuant to art. 2497 and following of the Italian Civil Code by Krones AG, tax code No. 00112119995).
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The company

System Logistics provides innovative intralogistics and material handling solutions for the supply chain of warehouses, distribution centres and production centres, with a particular focus on the Food & Beverage sector.

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