



MINUTES N. 3/2026

On March 17, 2026, at 10.30, the CUG INAF, appointed by decision of the Manager of Office I “Human Resources” n. 60 del 31.10.2023, met on line

The following full members are present: **Anna GIGLIO** “Osservatorio Astrofisico di Catania”, **Silvia PIRANOMONTE** “Osservatorio Astronomico di Roma, **Daniela VERGANI**, “Osservatorio di Astrofisica e Scienza dello Spazio di Bologna”, **Francesca MARTINES** “Osservatorio Astronomico di Palermo”, **Giuseppe ESPOSITO** “Osservatorio Astronomico di Capodimonte”, **Giuliana GIOBBI** “Amministrazione Centrale, ”**Francesca Romana PORTA** “Direzione Generale , **Giuseppe DI PERSIO** “Istituto di Astrofisica e Planetologia Spaziali di Roma”;

The following alternate members are present: **Giorgio TOSO** “Istituto di Astrofisica Spaziale e Fisica Cosmica di Milano”, **Daniele FULVIO** “Osservatorio Astrofisico di Catania”, **Boris SBARUFATTI** “Osservatorio Astronomico di Brera”, **Chiara BADIA** “Osservatorio Astronomico d’Abruzzo;

Absent full members: **Fiamma CAPITANIO** “Istituto di Astrofisica e Planetologia Spaziali”, **Vito CONFORTI** “Osservatorio di Astrofisica e Scienza dello Spazio di Bologna”, **Clementina SASSO** “Osservatorio Astronomico di Capodimonte”;

Absent alternate members: **Stefania PEZZUTO**, “Istituto di Astrofisica e Planetologia Spaziali di Roma”, **Marilena SPAVONE** “Osservatorio Astronomico di Capodimonte”, **Giulia MANCA** “Osservatorio Astronomico di Trieste.

Agenda:

- Approval of previous minutes
- Updates from a CUG member, Anief EPR Union representative
- Report of the situation of the INAF staff, to be sent to the Ministry of Public Administration
- Permanent working group for the management of work-related risk assessment, devoted to managing the evaluation process: engaging CUG members
- Any other business

The next meeting will take place on Thursday April 09, from 10.30 to 12.00

This session starts at 10.30

- **Approval of previous minutes**

All present members approve the minutes of the previous meeting.

- **Updates from a CUG member, Anief EPR Union representative**

Pino E. reports on the meeting between trade unions representatives and Director General: it would seem that for the near future the initiatives proposed by CUG will be a topic for discussion according to the new 2022-2024 national research contract. Pino E., who took part to the meeting on March 4, reported that the Director General decided that the CUG president, vice-president and trade unions representatives will be invited for the first meeting (about art. 24, par.4, j, of the CCNL 2022-2024 national research contract). All present members decide to study in depth the article in question and Anna G. says she will talk with the other CUG Presidents of other research institutes included in the CUG Network, so as to better understand the implementation of such article.

- **Report of the situation of the INAF staff, to be sent to the Ministry of Public Administration**

Concerning the Report on the situation of the INAF personnel, Anna G. reports that Mrs. Alessandra Capezzone, Mrs. Barbara Neri and Mr. Marco Baldini uploaded the Data Center personal records in the CUG Portal of the website of the Ministry of Public Administration, and that these data should be commented by CUG within the end of March. Anna G. will finish off the Report and will upload it in the CUG Portal – as every year – by the deadline. The Report will be sent to the INAF Management.

- **Permanent working group for the management of work-related risk assessment, devoted to managing the evaluation process: engaging CUG members**

Francesca P., confirms what was anticipated via e-mail to the CUG, i.d. that the INAF Permanent working group for the management of work-related risk assessment, devoted to managing the evaluation process will soon be created, according to article 28 of the Legislative Decree 9 April 2008, number 81, and subsequent amendments and additions. Anna G. and Francesca M. joined the group, as CUG representatives. Three more CUG members will be added to the group, namely Francesca P., Vito C. and Giorgio T., engaged for the work safety area. Francesca P. confirms that in the questionnaire on work-related stress the Working Group will also include questions on organizational wellbeing, and in particular, on this topic, a discussion between the CUG and the Training and Wellbeing Area within the General Direction will be very important.

- **Any other business**

- **Joining the CUG Network Project**

Anna G. informs all members about the initiative presented by the CUG Network last week during the monthly meeting of the Network, and precisely: The CUG National Network launched a pilot training project, destined to 100 CUG on 400 registered Committees.

Modes and Institutes: The path includes 5 in-presence meetings, 2 training days with webinars and a final event in June, when results will be presented. The training places indicated – according to the geographical area – are the following: Naples, Rome, Florence and Bologna. The INAF personnel will INAF probably destined to Roma or Florence, and in case will go there in business trip.

Aim of the project: Fulfill CUG training needs, so as to organize next year training courses.

Participation and Deadline: Only one CUG member can apply, as delegate of the President. Anna, Silvia and Vito cannot take part in this, due to other personal and/or scientific commitments. They ask urgently for a representative to join them (the deadline for the network is March 20, to be communicated within the group by March 18), because we need the authorisation of the Director General (DG).

-Replacement of CUG Members

Anna G. updates everyone on the replacements of CUG, reporting that she is in contact with the office in charge, which is waiting from of the union appointment by CGIL.

-Sharing the draft programme of the Day of Organizational wellbeing

Anna G. says she will share with the whole CUG the draft programme of the Day of Organizational Wellbeing so that members can give suggestions and comments; the draft programme will later be shared with the Manager of the Organizational Wellbeing and training needs, Dott. Giacalone , and finally have it approved by the Director General. The event should take place in the month of October 2026.

-Approval of the Webinars on Violence against Women with GEP Funds

Anna G. updates everyone on the positive answer of both the manager of the Organizational Wellbeing and training needs, the GEP Group and the Scientific Direction about the webinars on violence against women with the use of GEP funds. The Scientific Direction, which manages the GEP funds, will transfer funds to the Osservatorio Astrofisico di Catania, which will manage the purchase procedures of the Webinars.

-Creation of the Working Group on the “Quiet Room”

Anna G., with reference to the e-mail of the General Direction, sent also to the whole CUG, communicates that a Working Group has been established for **Guidelines for the realization of a “Quiet Room” in the INAF Research Structure di Ricerca INAF and in the Headquarters.**

The Group Coordinator and CUG segretario del CUG, Dott. Vito Conforti will soon call the first meeting.

- Planning the in-presence CUG Meeting and in-depth study session on the “Ethical Code”

Anna G. reminds everyone to join the in-presence CUG meeting, which should take place either in May or June. In such occasion, the CUG wants to organize an in-depth study session on the “INAF Ethical Code” for all CUG members, with the involvement of the Trusted Counsellor.

-Opinion was requested for the documents shared by Dott. Emilio Molinari

Anna G. informs everyone that Dott. Emilio Molinari, on behalf of the Univers@LL group, sent two documents related to welcoming to INAF all foreigners coming from countries inside the EU or outside the EU. These documents were written by the working group established after the Meeting “Oltre i Confini” (Beyond Borders), organized for the first time last May 2025. The deadline to give a feedback is April 15, therefore before April 10, CUG members should read the documents and give their comments or suggestions.

Actions:

- Before March 18, one should join the training project of the CUG Network about CUG training needs; registration deadline March 20.
- We recommend that the whole CUG may take part in commenting the data of the Report on the situation of the INAF personnel, by March 30.
- Prepare questions for the in-depth study session of the Ethical Code by March 30.
- Comment by April 10 the documents shared by Dott. Emilio Molinari, related to indications for EU and Extra EU personnel working at INAF .

The meeting ends at 12.03.

Recording secretaries: Daniela Vergani, Giorgio Toso

CUG President: Anna Giglio