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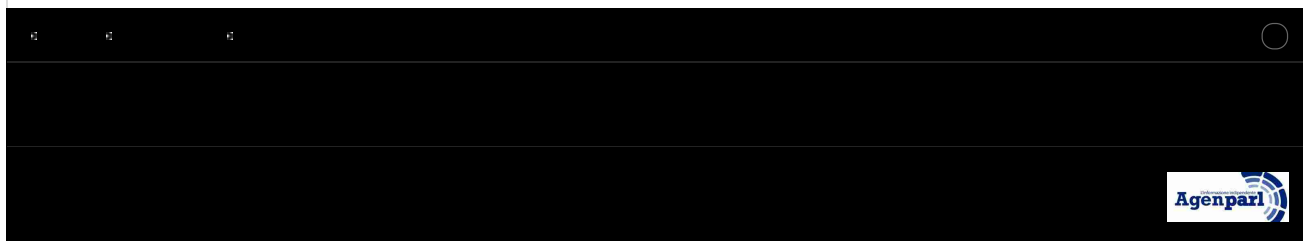


MANGIA SANO,
INVESTI IN SALUTE



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STABILIZZAZIONE E RISARCIMENTO
APERTE LE ADESIONI AI RICORSI
Precariato, Scatti stipendiali
ed Estensione contratti
Ricorri con **ANIEF**



CHIAMATA DIRETTA
Il Ds non ti ha scelto?!
Contesti la decisione dell'Usr?!

**Presenta richiesta di
accesso agli atti!**

Ricorri con Noi! **ANIEF**

Scrivi a: chiamatadiretta@anief.net

CONCORSO A CATTEDRA 2016

ANIEF Sei stato bocciato?



Presenta la domanda
di accesso agli atti!
Chiedi una Consulenza e
Ricorri con Noi!

Scrivi a: concorso2016@anief.net

TRASFERIMENTI



Hai presentato la
domanda di conciliazione?
Ricorri con Noi!

ANIEF

Scrivi a: trasferimenti@anief.net

TRATTENUTE TFR-TFS



RECUPERA I TUOI SOLDI!
PRESENTA LA DIFFIDA
PER INTERROMPERE
LA PRESCRIZIONE!!

Con **ANIEF**

RICOSTRUZIONE CARRIERA



Fai riconoscere PER INTERO
TUTTO il servizio pre-ruolo:

PRENDI UN
AUMENTO!

Ricorri con **ANIEF**



Sei stato immesso in ruolo dal 2011?

RECUPERA IL PRIMO
SCATTO DI
STIPENDIO

Invia la diffida! È un **Recorso** **ANIEF**

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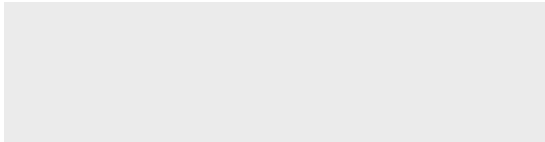
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, O V L Q G D F D W R F K H U L Q Q R Y D L O P R Q L W R D L G L U L J H Q W L
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U D J L R Q H Y R O H J J D P H U L W R W U D V S D U H Q J D H S X E E O L F L
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FRVWLWXJLRQDOH H TXDQWR LQGLFDWR QHO 3LDQR WUL
IRUPDWLYD DSSURYDWR GDO &ROOHJLR GHL GRFHQWL &
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WHQWDWLYR PDOGHVWUR GHOOD /RPEDUGLD GL SURFHGH
WLSR DJLHQGDOH QRQ PROWR GLYHUVH GD TXHOOH FK
VYROJHQGR QHOOH QRVUWH VFXROH FRQ O¶DJJUDYDQWH
6WDWR LWDOLDQR D VHOHJLRQDUH GHL GRFHQWL ± FRQFO
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FGVVQ EJG PQP EK UVCXQ CUUQNWVCOGPGV C SWGUVQ IKQE Q CN OCUUCETQW (KPKVC L
NTGXQNWIKQPGEDPHCTUFC F GENC VSGVFCBGNCKPUNBGPV RTGECT KC FK RGT KN (FC QIIK L
HTCPEGUG C OD KIKKVCVC CNNTKRLGUCVPCOCPVAGQEQOG NG OKINKCKC FK RTGECTK UYQTKK
UVCDKNK\VCVK PGNNTWNVKQ CPPQ OC EQP WP EQTUQ FKXGTUQ RGT PQOG G QDNTWJ CVC
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6GTOKPCVC NTSRUEEWFQNNR QUVWPKXGTUKVCTKG FK URGEKCNK\VC\KQPG RGT CEEGFGTG CN OQPFQ
UEWQNC UK ¥6HDOCE TKKVICQCNFK 6KTQEKPQK HQTQCVKXQ CVVKXQ 5VGUUK EQUVK FC K CK
GWTQ URGUUQ UVGUUK FQEGPVK UVGUUG OQFCNKV• OC VGORK RK1 TKFQVVK 5QPQ SWCUK VVW
KPUGIPCVK EJG JCPPQ RCTVGEKREVTQ TUNDEURE RTUC UVKC HCEGPFQ CESWC FC
VVVVG NGEBOBVKGVKQKQPKCVQ PGNNG WNVKOG UGVVKOCPG FC FKXGTUG UKING UKPFCECNK

,N ECUQ FK \$PVQPGNNC 5EKRICHPEE \$WUTGDBNGWOC IKMFKRTVCKK FQPGC
UETKVVC FCNNC EQOOKUUKQPS BVCDEPEVFKEGVCPVCKRGTKECT RCTVG FK WPC
EQOOKUUKQPG IKWPKEWVGRFGEQ RCTCFQUUQ V0QP FQXGXQ XCNWVCTG K ECPFKFCVK FGNNC OK
ENCUUG FK EQPEQTUQ Q JC XQNWVQ URGEKHKECTG NC FKTGVVC KPVGTGUUCVC Q OC SWGNK EJG
HTCPEGUG EQOG NKPIWC UVTCPKGTC /C RGT OG PQP HC FKHHGTGPAIC *K• NTKFGC FK IKWFKECTG W
XC IK1 HKIWTKCOQEK FQRQ NTWOKNK\KQPG FK PQP CXGT RCUUCVQ NQ UETKVVC 0QP PCUEQPFQ
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5GORTG KP .KKWUBCPINPKV FK UQUVGIPQ CNFQ UEWQWMOV O GAFKUGVVC &1K(0&14(0K6,
FGNNC TGCNV• ,P RCTVGEKRCPPQ CNNQ UETKVVC K RQUVK FKURQPKDNK CRCTGPGVGOGPGV UQ
RCUUCVQ UQNQ KP /CEEIGUBEQONKPSWKNGBEBECPQWGPAG GF GTTQTK
.CEQOOKUUKQPG IKWFKECVTKEG XKGGP BZORNS• VOVGPMGRUODIPQVCC RTOXC
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UETKVVC VTCPPG FWG (IWCTFC WP RQT FK VTCVVC RTQRTKQ FK FWG VTC K EKPSWG RTGEGFGPVG
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,P IGPBTCNG C PQP EQPXXKLEPOTCRQ WIKVCEBCRW QGNQ WFK EQPEKTC\KCKCN
SWCNG JCPPQ RUCNG ERKTDVQPG IK• CDKNKVCVZG CUNQFK FEUGIPC OPPKSEM 4QVVRK KPXCFCPPQ 4QO
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INK QTCNK FGK FQEGPVK RTGECTK EJG KP RCUUCVQ JCPPQ FKOQUVTCVQ FK RQUUGFGTG EQORGVC
HCTG NTKPUGIPCPVG 2GTEJ! TKEQTFKCOQ CNK\EQ\PE\K\T\U\N\Q\W\Q\E\Q\O\T\O\T\G\G\FK SWGUVTCPQ KN
UQNG FQEGPVK IK• CDKNKVCVK G OQNVK FK NQTQ GTCPPQ IK• TKUWNVCVK KFQPGK C UGIWKVQ FGN
INK CNVTK CURKTCVPK FQEGPVK CPEJG NQTQ QIIK UECTVCVK CXGXCPQ UWRGTCVQ NG UGNG\KQP
QTICPK\CVG FCNNG 7PKXGTUKV• &QOG UK HC C RGPUCTG EJG QIIK UKCPQ FKXGPVCVK SWCUK VW
3WCNEQUC PQP JC HWP\KQPCVQW &QOG FKOQUVTC RTQRTKQ NC RTQRQUVC FK RTGPFGTG RCTVG
EQOOKUUKQPG IKWFKECVTKEG C EJK PQP ¥ UVCVQ TKVGPVWQ KFQPGQ CNNC RTQXC UETKVVC

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FGNNC ENCUUG FK EQPEQTUQ FK)K\O\N\Q\O\T\U\Q\G\E\Q\P\E\Q\T\G\W\O\K\P\G\U\U\W\P\Q\ ¥ UVCVQ
RTQOQUUQ 5GORTG KP &CNCDTKC PWOGTK DCUUKU\K\O\N\Q\P\G\N\G\ FKUEKRKPG NGVVGTCTKG UW
RCUUCVQ UWK RQUVK O\G\U\K\G\,F\O\C\K\K\N\O\S\G\K\O\Q\E\E\K\C\K\

/C ET¥ FK RK1 (C 6&K&E&R&U&K&C&F&K&N&R&O&G&O&R&T&G&U&X&C&E&K&H&K&E&Q V3WGUVK KPUGIPCPVK PQP
CXGXCPQ PWNNC FC FKOQUVTCTG CNNG EQOOKUUKQPK UG PQP KN NQTQ NKXGNNQ FK EQORGVGPV
FGNNC FKFCVVKEC G PGN UCRGT IGUVKGTG WPC ENCUUG FK CNWPPK ,PXGEG UK ¥ VTCUHQTOCVQ K
XGTHKHEC FGNNG FKUEKRKPG CFCFPQ C ECXKNNCTG UW EQPQUEGPIG IK• CORKCOGPIG CHHTQP
UKC CNNT7PKXGTUKV• UKC KP UGPQ CK EQTUK FK CDKNKVC\KQPG C PWOGTQ EJKWUQ UXQNVK G UW
HKPCNG 8KGGP FC EJKGFGTUK C EJK RQUUC IKQXCTG SWGUVC SJVTCIG FGINK KPPQEGPVKT XKUV
CNVC RGT\U\O\T\O\P\O\N\G\U\G\O\R\T\G\ NQTQ K FQEGPVK TGURKPVK C RTGPFGTG KP ECTKEQ NG ECVVGF
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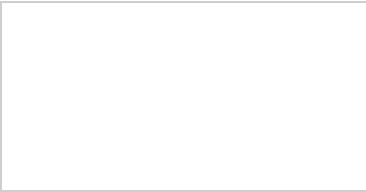
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6HPSUH SL» FROORTXL SUHYLVWL FRQ XQ PRGXV
RSHUDQGL GLVFXWLELOH H FKH LQGDJD QHOOD YLWD SULYDW
GHL FDQGLGDWL DQGDQGR ROWUH OH JLç GLVFULPLQDWRULH
LQGLFD]LRQL PLQLVWHULDOL LQ &DODEULD XQ LVWLWXWR
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GD SDUWH GHOOÏDVSLUDQWH LQ XQ OLFHR 6FLHQWLILFR LO
)UDQFHVFR 9HUFHOOL GL \$VWL VL FKLHGH OÏHVSRLV]LRQH GL XQ PRGXOR HVWUDW'
SURSRVWL

&îª LO FDVR GL XQ /LFHR GL 5RPDQR GL /RPEDUGLD FKH FKLHGH WUD L WLWROL SHU
VSHFLILFR GL DJJLRUQDPHQWR JHVWLWR GDOO 867 %HUJDPR VX DOWHUQDQJD VFXROD
FHUWLILFD]LRQH IDFHQGR FRV® ðIXRULÑ WXWWL L SURIHVVRL FKH DUULYDQR GD
FRORUR FKH VWDQQR FKLHGHQGR LO &9 FRUUHGDR GD XQ YLGH R GL SUHVHQW]LRC
LQWHUR R GL DYHU JLç VYROWR SURILFXDPHQWH QHO ORUR LVWLWXWR XQD ðIHUWLO

RSSXUH VHQJD GHPHULWR

\$QLHI ULFRUGD FKH OH OLQHH JXLGD HPDQDWH GDO 0LXU FRQIRUWDWH GDOOH)DT P
DPSLDPHQWH FKLDULWR FRPH LO FROORTXLR LQ SUHVHQJD R YLD LQWHUQHW GHEED
FDQGLGDWL HVFOXVLYDPHQWH SHU LOOXVWUDUH LO SURSULR &9 H DFTXLVLUH LQIRU
VFHJOLHUH WUD OH GLYHUVH VFXROH (QRQ DYUHEEH GRYXWR DYHUH DOFXQ YDOR
SHUFK« L GRFHQWL QRQ GHYRQR GLPRVWUDUH GL DYHUH FRPSHWHQJH

ODUFHOOR 3DFLILFR SUHVLGHQWH \$QLHI OD SHUVRQDOLJJD]LRQH GHOH VHO]LRQL
FROORFDWL QHJOL DPELWL WHUULWRULDOL LQ FKLDYH DJLHQGDOLVWD VWD VXSHUDQ
TXDQWR FL ULJXDUGD QRQ SRVLDPR FKH ULEDGLUH OD QRVWUD LQWHQ]LRQH GL FRI
WXWWL TXHL FDVL LQ FXL QRQ VLD VWDWD ULVSHWWDWD OD OHJLWWLPLWç FRVWLWX
QHO 3WRI &îª LO SUHFHGHQWH VX TXHVWR WHPD GHOOD &RQVOWD FKH KD VWUR
PDOGHVWUR GHOOD /RPEDUGLD GL SURFHGHUH D VHO]LRQL QRQ PROWR GLYHUVH GD
VWDQQR VYROJHQGR QHOH QRVWUH VFXROH FRQ OÍDJJUDYDQWH FKH VWDYROWDª
VHO]LRQDUH GHL GRFHQWL FRQ PRGDOLWç GLYHUVH LQ EDVH DOOÍDQQR GL DVVXQ]L
SURYLQFLD H RUD SXUH DO GLULJHQWH VFRODVWLFR

6XOOD FKLDPDWD GLUHWWD VLDPR DO ðIDL GD WHÑ DO VLQGDQDWR VL ULYROJRQR LQ
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OÍRELHWWLYR GL DYHUH GHL ILJOL R OD QHFHVVLWç GL DVVLVWHUH XQ SDUHQWH PD
FKH YDOLGR SHU ULWHQHUH OÍLQVHJQDQWH QRQ LQ JUDGR GL ULFRSULUH OD FDWWH
PDQDQR L SUHVLGL FKH YHULILFDQR OH FRPSHWHQJH GHL FDQGLGDWL FRPH VH VL W
FRQFRUVR H DOWUL DQFRUD FKH FKLHGRQR WLWROL GL VWXGLR FKLDUDPHQWH OLPLV
FHUFKLD GL GRFHQWL

\$QFKH L JLRUQDOL VRQR WHPSHVWDWL GDOOH VWHVVH GHQXQFH ð'HFLQH H GHFLQH
VFULYH RJJL 2UL]RQWH 6FXROD FKH SDUOD GL ðXQ PRGXV RSHUDQGL QRQ FRQIRUPH
VRQR OH LQGLFD]LRQL PLQLVWHULDOLÑ JLXQJRQR LQ UHGD]LRQH GL LUHJRODULWç
PRGDOLWç GL VHO]LRQH GHL GRFHQWL SHU JOL LQFDULFKL WULHQDOL /XOWLPD V
JLXQJH GDOOD &DODEULD /LVWLWXWRª O ð8PEHUWR =DQRWWL %LDQFRÑ GL ODULQD (
FXL LO GLULJHQWH VFRODVWLFR KD VFULWWR QHUR VX ELDQFR DOO DUWLFROR FK
GHOH FDQGLGDWXUH LO ' 6 KD IDFROWç GL SURFHGHUH ROWUH FKH DOOÍDQDOLVL
GHOOÍDVSLUDQWH FRQ XQ FROORTXLR LQGLYLGXDOH LQ SUHVHQJD 'L WDOH HYHQWX
GDWD FRPXQLFD]LRQH DL GRFHQWL VHO]LRQDWL SHU WDOH PRGDOLWç 6DUç FRPXQT
OÍHVSRLV]LRQH GL XQD EUHYH OH]LRQH IURQWDOH GD SDUWH GHOOÍDVSLUDQWH TX
GHOOÍDYLVV R GHOOD VFXROD VXSHULRUH FDODEUHVH

/D VFHOWD GL FULWHUL GLVFXWLELOLVVLP DYLLHQH XQ SRÍ LQ WXWWH OH UHJLRQL
)UDQFHVFR 9HUFHOOL GL \$VWL DG HVHPSLR ðGRYH LO GLULJHQWH KD ULFKLHVWR
XQ PRGXOR HVWUDWWR D VRUWH WUD TXHOOL SRSRVWL GD XQD FRPLVLRQHÑ 3HU
WDQWH VHJQDOD]LRQL GL GLULJHQWL FKH KDQQR LQGLFDWR FRPH FULWHULR ðDYHU
GD ORUR GLUHWWDÑ 2SSXUH Fîª LO FDVR GHO /LFHR 'RQ 0LQDQR 5RPDQR GL /RPEDUC
WUD L WLWROL SHU OD \$ XQ FRUVR VSHFLILFR GL DJJLRUQDPHQWR JHVWLWR GDOO
DOWHUQDQD]LRQH VFXROD ODYRUR FRQ FHUWLILFD]LRQH *LXVWDPHQWH XQ OHWWRUH GH
FRPH VLD SRVLELOH FKH XQ GHSRUWDR GDOOD 6LFLQD DOOD SURYLQFLD GL %HL
IUHTXHQWDUH SUHFHGHQWHPHQWH LO &RUVR GL DJJLRUQDPHQWR D %HUJDR"

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LVWLWXWR XQD ðIHUWLOH DWWLYLWç GLGDWWLFDÑª DFFDGXWR LQ 3XJOLD RSSXUH
UHVWULQRQR D ORUR SLDLPHQWR L WLWROL GL ODXUHD SHU OÍDFHVVR DJOL LQVH
HVFOXGHQR LPSURSULDPHQWH OD ODXUHD LQ)LORVRILD 3HGDJRJLD R DOWUH VSHFI
OÍLQVHJQDPHQWR GHOOD FODVVH GL FRQFRUVR \$ DOOH PHGLH ,WDOLDQR 6WRULD
*HRJUDILD SURGXFHQR XQD FKLDUD GLVFUDVLD ULVSHWWR DOOD QRUPDWLYD FKH L
GRFHQJD 3HU QRQ SDUODUH GL FRORUR FKH VWDQQR FKLHGHQR LO &9 FRUHQDWR
SUHVHQWD]LRQH D PH]JR R EXVWR LQWHUR

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6HPSUH OD ULYLVWD VSHFLDOLJJDWD VL FKLHGH ÆVH JOL LVSHWWRUL FKH VDUDQQR P
LQ JUDGR GL FRQWUROODUH WXWWL JOL DYYLVL H OD ORUR FRHUHQJD FRQ LO 372) F
VLDPR RFFXSDWL PDUJLQDOPHQWH PD FKH UDSSUHVHQWD XQR GHL SUREOHP L SL» LPS
TXHVWR DYYLR GL ULIRUPD 6H WXWWL L VRSUXVL D SDUWLUH GD TXHOOH QHL FRQI
UHODWLYDPHQWH D PDWHUQLWç H FRQJHGL VDUDQQR YHUPHQWH SXQLWL /D PDQFE
UHJRODULJJD]LRQH GHOOD FKLDPDWD GLUHWWD YHQQWD PHQR D VHJXLWR GHO IDOOL
FRQWUDWXXDOH KD PRVWUDWR WXWWL L VXRL OLPLWLÑ

6HFRQGR \$QLHI VL WUDWWD GL XQ FRSLRQH DPSLDPHQWH SUHYLVWR \$ SRFV VRQR \
OLQHH JXLGD HPDQDWH GDO 0LXU QHOOH VFRUVH VHWLWPDQH FRQIRUWDWH GDOOH
DYHYDQR FKLDULWR FRPH LO FROORTXLR LQ SUHVHQJD R YLD LQWHUQHW GHEED VHI
FDQGLGDWL HVFOXVLYDPHQWH SHU LOOXVWUDUH LO SURSULR &9 H DFTXLVLUH LQIRU
VFHJOLHUH WUD OH GLYHUVH VFXROH (QRQ DYUHEEH GRYXWR DYHUH DOFXQ YDOR
SHUFK« L GRFHQWL QRQ GHYRQR GLPRVWUDUH GL DYHUH FRPSHWHQJH

,O VLQGDQDFWR FKH ULQQRYD LO PRQLWR DL GLULJHQWL VFRODVWLFL SHUFKª HYLWLC
ULFHUFD GHL GRFHQWL KD JLç PHVVR D GLVSRVL]LRQH LO SURSULR XIILFLR GL FRQV)
ULVSHWWR GHL SULQFLSL GL SDULWç GL DFFHVVR DO SXEOLFR LPSLHJR LPSDUJLDOLV
PHULWR WUDVSDUHQJD H SXEOLFLWç GHJOL DWWL GL LQGLYLGXD]LRQH GHL GRFHQW
GLULJHQWL VFRODVWLFL D VHJXLWR GHOOD YLVLRQH GHO FXUULFXOXP YLWDH H GHO

Æ3XUWURSSR OD SHUVRQDOLJJD]LRQH GHOOH VHOH]LRQL GHL GRFHQWL FROORFDWL Q
VWD VXSHUDQGR OD IDQWDVLD È VSLHJD 0DUFHOOR 3DFLILFR SUHVLGHQWH QD]LRQD
FRQIHGHU DOH &LVDO È H SHU TXDQWR FL ULJXDUGD QRQ SRVLDPR FKH ULEDGLUH OI
GL FRLQYROJHUH LO 7DU LQ WXWWL TXHL FDLV LQ FXL QHOOD VFHOWD QRQ VLD VDWV
FRVWLWX]LRQDOH H TXDQWR LQGLFDWR QHO 3LDQR WULHQQDOH GHO RIHUWD IRUPD
&ROOHJLR GHL GRFHQWL &ª LO SUHFHGHQWH VX TXHVWR WHPD GHOOD &RQVXOWD
FDVV´ LO WHQWDWLYR PDOGHWUR GHOOD /RPEDUGL GL SURFHGHUH D VHOH]LRQL G
PROWR GLYHUVH GD TXHOOH FKH RUD VL VWDQQR VYROJHQGR QHOOH QRVUH VFXR
FKH VWDYROWDª OR 6WDWR LWDOLDQR D VHOH]LRQDUH GHL GRFHQWL È FRQFOXGH 3E
GLYHUVH LQ EDVH DOOÍDQQR GÍDVVXQ]LRQH DOOD SURYLQFLD FKH VL FKLHGH H RUD
VFRODVWLFR GL WXUQRÑ

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,VFULYLWL DOOD QHZVOHWWHU GL 2UL]JRQWH6FXROD

5LFHYL RJQL VHUD QHOOD WXD FDVHOOD GL SRVWD XQD H PDLO FRQ WXWWL JOL DJJ
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+RPH ODLOLQJ OLYW
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3UHVHQWDJLRQH
&RPXQLFDWL VWDPSD
\$UFKLYLR QRWLJLH
\$UFKLYLR QHZVOHWWHU
5VV IHGG

TXRWGLDQRGR OUVHESR %RQDFLQD
QHZV GDOO PDUJR

,VFULYLWL JUDWLV DOOD
6HQJQDOD DG XQ DPLF
)DFHERRN
7ZLWWHU

&+,8685\$ (67,9\$

8IILFL FKLXVL GD OXQHGU
DJRVWR D PHUFROHGU
DJRVWR LQFOXVL
1HO SHULRGR GL FKLXVX
FRPXQTXH SRVLELOH LQ
JOL RUGLQL FKH YHUUDC
LQ RUGLQH GL DUULYR DC
ULDSHUWXUD
%XRQH YDFDQJH D WXWW

UHSUWR ILODWHOLD
UHSUWR OLEUL

&(5&\$,1 9\$&&\$5, 1

&RPSLODUH XQR R S
HIIHWXDUH OD ULF
VX FHUF

\$5*20(172

WXWWL

\$112 0(6(

WX WXWW

3\$52/('\$ 5,&(5&\$5(

FHU

,1 35,02 3,\$12

*LDSSRQH 'LHFL IUDQFREROOL
,WDOLDQL XQ SRSROR GL FROOH
,D IXWXUD VDQWD ULFRUGDWD
9DVWR VL SUHSDUD
*LJDQWRJUDILH GHQWUOODWH
:DOODFH H *URPLW LO ELV
È O-RUD GHL PLQLRQ
, SULPL PHGDJOLDWL

'\$// \$=,(1'\$

3L• FRQYHQLHQWH FRPSUDUH O
%XRQH YDFDQJH GDOO-DJLHQGD

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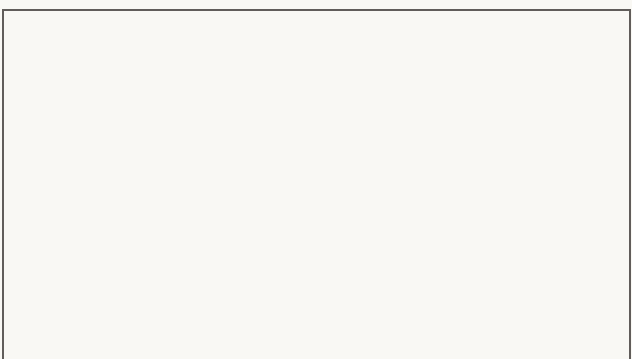
SHU O.,WDOLD
DJRVWR
DJRVWR
DJRVWR
DJRVWR
DJRVWR
DJRVWR

ORVWUH HG HYHQWL
HOHQFR DJJLRUQDWR DO
DJRVWR
LEUL LQ DJRVWR
)DWH XQ LQLJLDWLVD" SQQ

\$/R VSRUWHOOR q VRWWR VIUDWWR QDVFH OD S
/LQLJLDWLVD LQWHUQHW ULJXDUGDO-XIILFLR SRVWDOH GL 3RVLWDQR
GHO VLQGDVWR)DLOS &LVDO

3,0 7ULEXQDOH GL 6DOHUQR FRQ XQ SURYYHGLPHQWR GHO OXJOLR
LQROWUDWD D VXR WHPSR GDOOD SURSULHWJ GHOR VWDELOH VSLHJD LC
*ULOOR (JOL KD VROOHFLWDWR XQ LQFRQWR FRQ OD ILOLDOH GH
FRQYRFDJLRQH q VWDWD ILVVDWD SHU LO DJRVWR DOOH RUH

/H DWWXDOL FDUHQJH GHOD VWUXWWXUD H O'DOWHUQDWLVD GL ODVFL
O'HVLVWHQJL IXWXUD GHOR VSRUWHOOR ,O VLQGDVFR OLFKHOH 'H /XF
FRPLQFLDWD ,FLWWDGLQL H L ODYRUDWRUL SRVWDOL GL 3RVLWDQR PHULW
HURJDWL HG XVXIUXLWL



,Q JLRFR F1q LO IXWXUR GHOD VHGH

/D SDJLQD FUHDWD SHU IDU FRQRVHUH LO SUREOHPD

7UD L SUHFHGHQWL DSSURGDWL VX)DFHERRN L GLVVHUYLJL

KRPH DUFKLYLR QRWLJLHRQH VWDVSDOODOH OD QRWL