



# LABOUR NEWSLETTER 01 – 2015

## Labour law provisions

### **Periodic report on the use of temporary workers**

We remind you that companies that have entered into a contract with a temp worker agency in the course of the previous year must inform the unitary union structure (RSU) or the company union representatives (RSA) or, lacking this, the local trade union associations belonging to the workers' trade associations deemed to be comparatively most representative on a national scale, specifying the number of temporary work contracts entered into and the reasons thereof.

The company may deliver the report either directly or through the employers' association it is a member of. The report must provide the following information:

1. number of temp worker contracts used;
2. reasons for using the temporary workers;
3. period of validity of the contracts;
4. number of temp workers used;
5. qualification of the temp workers used.

The deadline for submitting the report is January 31 of every year with reference to the January 1 - December 31 period of the previous year. For companies that apply the Collective Labour Agreement for the General Confederation of Italian Commerce and Tourism the deadline is February 20 (pursuant to Art. 91 of the Agreement).

Pursuant to art.18, clause 3-bis, of Legislative Decree 276/03, failure to comply with this obligation or to do so in a proper manner by January 31 entails a fine of from € 250.00 to € 1,250.00.

In the absence of trade union representatives in the workplace (RSA/RSU), the report must be delivered to the local trade union associations. We list below the addresses for the provinces of Milan, Monza and Lodi for companies in the retail/wholesale and distribution sector.

#### **MILAN**

CGIL  
C.so di P.ta Vittoria, 43  
20122 Milan

CISL  
Via Benedetto Marcello, 18  
20124 Milan

UIL  
Via A. Campanini, 7  
20124 Milan

#### **MONZA**

CGIL  
Via Premuda, 17  
20900 Monza

CISL  
Via Dante, 17/a  
20052 Monza

UIL  
Via A. Campanini, 7  
20124 Milan

#### **LODI**

CGIL  
Via Lodivecchio, 31  
26900 Lodi

CISL  
Via Gaffurio, 22  
20075 Lodi

UIL  
Via A. Campanini, 7  
20124 Milan

We remind you that this report does not replace, nor cannot be replaced by, the prior report to be submitted to the aforementioned trade union bodies before signing a temporary work contract (or, when there are justified grounds of urgency, within 5 days of signing the contract).

The clients who used temp workers in the course of 2014 should contact the professional who follows them at TCHR SERVICES SRL/BDO.