

## LABOUR LEGISLATION UPDATES 03 – 2017

### Labour Law: changes in 2017

**1. Increase in contribution rates for people only enrolled in the separated social security and pension scheme**

### Collective Bargaining Agreements: deadlines, changes and renewals

**3. Tertiary, distribution and services – Confcommercio base pay**

### Labour Law: changes in 2017

**1. Increase in contribution rates for people only enrolled in the separated social security and pension scheme**

Law no. 81 of 22 May 2017 set out the consolidation and extension of the DIS-COLL unemployment allowance for workers on project contracts (*co.co.co*), making this allowance available not only to workers on project contracts - they were already eligible - but also to temporary research associates and doctoral students with scholarships, who suffer unemployment as of 1 July 2017.

Consequently, from 1 July 2017, for project workers, temporary research associates and doctoral students with scholarships who are eligible for the DIS-COLL allowance and for directors and auditors (who are not eligible for the allowance) an additional contribution of 0.51% is due, bringing the overall contribution rate for such subjects to 33.23%, provided they are solely enrolled in the separated scheme (*gestione separata*). The rate of 24% remains in place for those subjects who are enrolled in the separated scheme and are beneficiaries of a pension or insurance from another mandatory pension scheme.

A subject returns to solely being enrolled in the separated scheme if there is no overlap between the project contract work, including for temporary research associates and doctoral students with scholarships, and other forms of work, such as a subordinate employment relationship.

# TC HR SERVICES SRL

## Collective Bargaining Agreements: deadlines, changes and renewals

### 3) Tertiary, distribution and services – Confcommercio

#### **Base pay**

An average protected increase of €24,00 gross, for IV level contracts, is due to come into effect from 1 August 2017. The supplementary agreement of 24 October 2016 means the €16 from November 2016 remains suspended.

Thus, the new base pay levels from 1 August 2017 will be as follows:

<b>Levels:</b>	<b>base pay from June 2016</b>	<b>new base from August 2017</b>
Q (Man.)	€ 1,827.19	€ 1,868.86
I	€ 1,645.94	€ 1,683.47
II	€ 1,423.72	€ 1,456.19
III	€ 1,216.89	€ 1,244.64
IV	€ 1,052.46	€ 1,076.46
V	€ 950.86	€ 972.54
VI	€ 853.68	€ 873.15
VII	€ 730.87	€ 747.54