

LABOUR LEGISLATION UPDATES 05 – 2017

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November 2017

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March 2018

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Collective Labour Agreements: deadlines, changes and renewals

November 2017

1. Tourism - Industry: base and performance-related pay

Base pay: from 1/11/2017, for employees of firms in the travel, tourism and conference industry, there will be an average gross increase of €40, taking C2 as the reference level.

Performance-related pay: companies in the travel and tourism industry have to pay a performance-related bonus for workers meeting the following requirements:

- They are employees of the company and they do not have an additional local or company agreement;
- They are working as at 1 October 2017;
- They have been enrolled in the employee register for at least 6 months.

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The performance-related bonus, which is to be included in the November payslip, is determined using the following table:

Area	Euro
A	296.00
B	251.00
C	222.00
D	178.00

The payment of the bonus shall be adjusted proportionately by the company on the basis of the days actually worked by recipients in the period 1 January 2015 to 31 October 2017.

For part-time staff, the amount of the bonus shall be calculated in accordance with the amount of time worked.

The bonus shall be offset, up to the total amount, against any other individual or collective compensation, paid after 1 January 2015, that is additional to what is established by the Collective Labour Agreement.

The amount paid out in the form of performance-related pay shall not be included in the calculation of any other legal or contractual provisions, including severance indemnity.

2. Services - Confcommercio: additional pay item

Employees on open-ended contracts and apprentices, in work as at 31 October 2017 and included in the employee register for at least 6 months, shall receive, with their November 2017 pay packet, an additional pay item (called the *elemento economico di garanzia*) as follows:

Company	Amounts				
	Man. 1 & 2	Lev. 3 & 4	Lev. 5 & 6	Sales 1	Sales 2
Up to 10 employees	€95.00	€80.00	€65.00	€76.00	€63.00
Over 11 employees	€105.00	€90.00	€75.00	€85.00	€71.00

The amount shall be calculated proportionately to the actual amount worked between 1 January 2015 and 31 October 2017. For part time workers, the amount shall be proportional to the hours worked.

The amount shall be offset, up to the entire amount, against any compensation, paid since 1 January 2015, that is additional to what is established by the Collective Labour Agreement.

Fractions of a year will be calculated, for all contractual purposes, using twelfths, with any portion of a month equal to or exceeding 15 days calculated as a month.

This additional pay item shall not be included in the calculation of any legal or contractual provisions and shall have no implications for severance indemnity.

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1. Services - Confcommercio: base pay increase to go ahead

The agreement of 26 September 2017 set out that the portion of the increase to contractual base pay of €16.00, based on level IV, initially planned for November 2016 but then suspended, shall be paid in March 2018.