

## **LABOUR NEWSLETTER 02 - 2021**

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### **Collective Labour Agreements: deadlines, changes and renewals January/February 2021:**

- 1. TELECOMMUNICATIONS NATIONAL LABOUR AGREEMENT - ONE-OFF PAYMENT**
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## **Regulatory changes**

### **1. EXTENSION FOR SIMPLIFIED SMART WORKING AND SUSPENSION OF THE STATUE OF LIMITATIONS FOR CONTRIBUTIONS**

Decree Law no. 183 of 31/12/2020 (often called the "thousand extensions" decree law) has extended until 31 March 2021 the option to use the simplified procedure for smart working (i.e. working from home) that was introduced at the beginning of the Covid pandemic and remains in force.

The decree has also suspended the statue of limitations for unpaid mandatory social security and welfare contributions from 31 December to 30 June 2021, meaning the time limits are suspended until mid 2021.

### **2. EXTENSIONS FOR PERMITS OF STAY UNTIL 30 APRIL 2021**

Decree Law no. 2/2021 has extended until 30 April 2021 any permits of stay that are about to expire, including those expiring up to 31 December 2020.

More specifically, the following have been extended:

- ✓ permits of stay for citizens of non-EU nations;
- ✓ the deadlines for converting a study permit of stay into an employee permit of stay, and a seasonal work permit of stay into a non-seasonal employee permit;
- ✓ any authorisations of stay issued by the authorities of a EU Member State valid for a stay in Italy;
- ✓ travel documents for people with refugee status;
- ✓ the validity of documents of no impediment (*nulla osta*) for seasonal work;
- ✓ the validity of documents of no impediment for family reunification;
- ✓ the validity of documents of no impediment for specific cases, especially managers, highly skilled workers, research, blue card holders and in-company transfers.

### **3. EXTENSIONS FOR COLLECTION NOTICES AND EARNINGS ATTACHMENTS**

On 30 January 2021 a new deadline was set - but only 31 January 2021 - for the date after which withholdings on earnings due to orders from tax collection agents before 19/05/2020 must resume. This covers withholdings on salaries, wages and other allowances for an employment or similar relationship, including any amounts owed due to dismissal, and on pensions, allowances in lieu of pensions or retirement grants.

## **Collective Labour Agreements: deadlines, changes and renewals for January/February 2021:**

### **1. TELECOMMUNICATIONS COLLECTIVE LABOUR AGREEMENT - ONE-OFF PAYMENT**

Those companies whose financial year ends in December must pay, as part of the February 2021 payslip, €450 to all levels of workers on open-ended contracts who have more than twelve months of seniority at the time of the pay-out. For companies that provide CRM/BPO services, the amount is paid out as follows:

- €225 with the February 2021 payslip;
- €225 twelve months after the first payment.

Those companies whose financial year ends in March must pay, as part of the April 2021 payslip, €450 to all levels of workers on open-ended contracts who have more than twelve months of seniority at the time of the pay-out. For companies that provide CRM/BPO services, the amount is paid out as follows:

- €225 with the April 2021 payslip;
- €225 twelve months after the first payment.

### **2. RENEWAL OF THE METALWORKING INDUSTRY COLLECTIVE LABOUR AGREEMENT**

The renewal agreement was signed on 6 February and sets out:

- a pay increase of €112 on base pay for level five (including the €12 for the National Consumer Price Increase - *IPICA* - on base pay from June 2020 because of the continuing effect of the previous contract) to be paid in 4 amounts: the first in June, worth €25; the second in June 2022, worth a further €25; the third in June 2023, worth about €27 and the final one in June 2024, worth €35.
- extension until June 2024 for the contract to be in force, making it effectively 4.5 years;
- confirmation of the €200 annually as a flexible benefit;
- increase in the percentage for the Cometa fund to 2.2% from 2022 for under 35s;
- a major reform of the levels, which includes, *inter alia*, the removal of level one;
- introduction of a social responsibility clause in public procurement.

Finally, the contractual section on industrial relations, the right to information, comparison and participation, and training (with the introduction of a right to training) has been reinforced.