

LABOUR NEWSLETTER 06 - 2021

Regulatory changes:

- 1. EXTENSION OF SIMPLIFIED REMOTE WORKING**
- 2. INDUSTRY: END OF BAN ON DISMISSALS AND EXTENSION OF WAGE SUPPORT**
- 3. FASHION AND TEXTILE INDUSTRY: EXTENSION OF BAN ON DISMISSALS AND WAGE SUPPORT**

Collective Labour Agreements: deadlines, changes and renewals

- 1. CHEMICAL INDUSTRY COLLECTIVE LABOUR AGREEMENT**
- 2. SERVICE INDUSTRY EXECUTIVES (DIRIGENTI) COLLECTIVE LABOUR AGREEMENT**

Regulatory changes:

1. EXTENSION OF SIMPLIFIED REMOTE WORKING

The law extended "simplified" remote working until 31 December 2021. This means that remote working can continue until the end of the year without having to enter into the individual agreements between employer and employee required by Law no. 81/2017.

2. INDUSTRY: END OF BAN ON DISMISSALS AND EXTENSION OF WAGE SUPPORT

For those industrial sectors where the ban on dismissals was revoked with effect from 1 July 2021, 13 weeks of the extraordinary wage support (*CIG*) scheme have been introduced, without the need to pay any additional social security amount.

Should companies in such sectors make use of these additional 13 weeks of wage support, then the ban on dismissals remains in place.

3. FASHION AND TEXTILE INDUSTRY: EXTENSION OF BAN ON DISMISSALS AND WAGE SUPPORT

For the fashion and textile industries (in the broad definition, based on ATECO codes that begin with 13, 14 and 15), the ban on dismissals has been extended until 31 October 2021. For companies in these industries that have suffered from a drop or suspension in business, it is possible to submit an application for the ordinary salary integration scheme (reason: Covid-19) for up to 17 weeks in the period between 1 July and 31 October 2021, without any additional amount being payable.

Collective Labour Agreements: deadlines, changes and renewals

1. CHEMICAL INDUSTRY COLLECTIVE LABOUR AGREEMENT: minimum wage

The most recent renewal of the chemical industry collective labour agreement set out a contractual increase in minimum pay tied to inflation, starting from July 2021. In an agreement reached on 11 June 2021, it was decided not to apply the foreseen minimum pay increase (average increase of €24 for level D1), but to include it as a distinct element of remuneration (*EDR*).

The following table shows the updated contractual pay items:

	Current contract			From 1/7/2021				
	Minimum	Organisational role allowance (IPO)	Distinct Elements Of Remuneration (EDR)	Increase in minimum pay		Monthly minimum pay		Distinct Elements Of Remuneration (EDR)
	Minimum	Organisational role allowance (IPO)	Distinct Elements Of Remuneration (EDR)	Minimum	Organisational role allowance (IPO)	Minimum	Organisational role allowance (IPO)	Distinct Elements Of Remuneration (EDR)
A1	2,303.52	456.96	46	0	0	2,303.52	456.96	81
A2	2,303.52	257.07	42	0	0	2,303.52	257.07	73
A3	2,303.52	202.7	39	0	0	2,303.52	202.7	69
B1	2,124.22	257.76	38	0	0	2,124.22	257.76	67
B2	2,124.22	178.39	36	0	0	2,124.22	178.39	63
C1	1,906.25	269.4	34	0	0	1,906.25	269.4	60
C2	1,906.25	197.61	32	0	0	1,906.25	197.61	56
D1	1,761.03	271.23	31	0	0	1,761.03	271.23	55



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D2	1,761.03	184.74	29	0	0	1,761.03	184.74	51
D3	1,761.03	138.73	28	0	0	1,761.03	138.73	49
E1	1,591.87	217.41	27	0	0	1,591.87	217.41	47
E2	1,591.87	136.27	24	0	0	1,591.87	136.27	42
E3	1,591.87	80.42	23	0	0	1,591.87	80.42	40
E4	1,591.87	38.17	22	0	0	1,591.87	38.17	39
F	1,558.46	0	21	0	0	1,558.46	0	37

2. SERVICE INDUSTRY EXECUTIVES COLLECTIVE LABOUR AGREEMENT

2.1 Notice in the event of resignation or dismissal

From 1 July 2021, the notice period for resignations and dismissals shall commence on the first or sixteenth day of each month, depending on when the other party sent the notification, respectively in the second fortnight of the month or the first.

Failure to comply with this notice period for resignations gives the employer the right to withhold an amount equal to gross pay for the period not worked.

Failure to comply with this notice period for a dismissal, by contrast, means the employer is obliged to pay the entire portion of the month in which the dismissal was notified.

2.2 Contractual Funds

The renewal of the CBA provides a raise in the employer's cost of the fund and insurance provided by the NCLA. In particular:

a) Mario Negri Fund

For the Mario Negri Fund, an increase in the contribution payable by employers, both members and non-members of Confcommercio, has been decided with **retroactive effect** from 1 January 2020, with a gradual increase in the contribution coming into effect from 1 October 2021.

For the sake of convenience, the following table summarises the contributions payable from 1 October 2021.

Mario Negri Fund	Conv. Value	59,224.54					
	% payable by comp. ORDINARY	annual	% payable by comp. INTEGRATION	annual	% payable by exec.	annual	total
ENROLLED	12.86%	7,616.28	2.31%	1,368.09	1%	592.25	9,576.61
NOT ENROLLED	12.86%	7,616.28	2.61%	1,545.76	1%	592.25	9,754.28
NEW EXEC ENROLLED	4.13%	2,445.97	2.31%	1,368.09	1%	592.25	4,406.31
NEW EXEC NOT ENROLLED	4.13%	2,445.97	2.61%	1,545.76	1%	592.24	4,583.98

The payment of the balance for the retroactive increase will be communicated by the Fund using a method still to be decided.

b) M. Negri Training Fund

With effect from 1 October 2021, the annual contribution to be paid by the employer will be increased to €290.00 (the amount payable by the executive remains unchanged at €130.00).

With effect from 1 July 2021, in the event of dismissal for economic reasons, a one-off contribution will be payable by the employer for outplacement procedures or access to active policy programmes aimed at redeploying executives.

Consequently, the provision that allowed a dismissed executive to require the company to enact an outplacement procedure financed by the latter with a €5,000 voucher has been repealed.

NEGRI TRAINING			
	Payable by company annually	Payable by the executive annually	Total
Until 30/09/2021	€129.12	€129.12	€258.24
From 01/10/2021	€290.00	€130.00	€420.00
	€2.500,00 (only in case of dismissal for economic reasons)		

c) Antonio Pastore Fund

For the Antonio Pastore association, as of 1 October 2021, the employer's contribution will decrease from €4,803.05 to €4,296.45 per year.

The contribution from the executive remains unchanged at €464.81 per year.



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ANTONIO PASTORE						
Conv. Value	% payable by comp.	annual	Conv. Value	% payable by exec.	annual	total
48,030.49	10.00%	4,803.05	4,648.11	10%	464.81	5,267.86
from 01/10/2021		4,296.45	4,648.11	10%	464.81	4,761.26

d) Mario Besusso Fund - FASDAC

From 1 October 2021, the contribution for companies enrolled with Confcommercio will be increased annually by €4.60 and is payable by the employer for each executive in service.