

Collective Labour Contracts Renewed. Agreements reached and salary increases confirmed.



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**COLLECTIVE
LABOUR
AGREEMENT
RENEWAL**

SUMMARY

- 1) NATIONAL COLLECTIVE LABOUR AGREEMENT for Executives in the Service Sector
- 2) NATIONAL COLLECTIVE LABOUR AGREEMENT for the Metalworking Industry
- 3) NATIONAL COLLECTIVE LABOUR AGREEMENT for the Telecommunications Industry
- 4) NATIONAL COLLECTIVE LABOUR AGREEMENT for Domestic Work

CONTRACT RENEWALS/DEADLINES

In the last month some of the most important Italian national collective bargain agreement have been renewed. In this document we are summarizing the most relevant changes for the employer which use those NCLA.

NATIONAL COLLECTIVE LABOUR AGREEMENT for Executives in the Service Sector.

On November 5th 2025, the renewal of the National Collective Labour Agreement for executives employed by companies in the tertiary sector, distribution and services was signed and will apply from January 1st 2026 until December 31st 2028.

The key economic and regulatory updates are indicated below:

Base Pay Amounts

The contractual base monthly salary, currently set at €4,340.00, will increase as follows:

Period	Increase	Base pay
January 2026	€ 320,00	€ 4.660,00
January 2027	€ 260,00	€ 4.920,00
January 2028	€ 220,00	€ 5.140,00

These increases may not be absorbed into existing individual remuneration arrangements, except in specific cases relating to amounts paid after July 31ST 2025 as an advance on future contractual increases.

Welfare

For the three-year period from 2026 to 2028, contractual welfare provisions have been improved, with the annual welfare allowance increasing from €1,000 to €1,500, to be used via the CFMT platform (i.e. the joint training and development body for executives established under the Collective Agreement). Any unused balance, in whole or in part, may either be carried forward to the following year or allocated to the Mario Negri supplementary pension fund for executives.

EXECUTIVES IN THE SERVICE SECTOR

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In addition, the annual cost of operating the CFMT platform will be reduced from €50 to €36, shared equally between the employer and the executive. Consequently, from 1 January 2026 until 31 December 2028, the total annual contribution payable to the Mario Negri supplementary pension fund (including the CFMT platform cost) will amount to €308.00 payable by the employer and €148.00 payable by the executive.

Mario Negri Fund

With effect from 2026, the supplementary contribution rates payable by both employers and executives to the Mario Negri Fund will increase.

Antonio Pastore Association

From the fourth quarter of 2025, the annual insurance premium for accident cover provided through the Antonio Pastore Association will increase from €410.00 to €560.00 per executive.

METALWORKING INDUSTRY

NATIONAL COLLECTIVE LABOUR AGREEMENT for the Metalworking Industry.

On November 22th 2025, Federmeccanica-Assistal, together with the trade unions FIM, FIOM and UILM, reached an agreement on the renewal of the National Collective Labour Agreement for the metalworking industry, which had expired in June 2024. The agreement defines the new economic and regulatory framework for the sector for the next three years, until June 30th 2028. In addition to pay adjustments, the new Collective Agreement introduces a number of changes affecting work organisation, employee classification and the management of the contractual obligations for companies. Employers are required to provide employees on open-ended contracts with a copy of the new Agreement between October and December 2026, in order to ensure proper contractual information.

Increases in Base Pay

From a pay perspective, the main development is the increase in base pay, which will be implemented in three instalments to be paid with the June payroll in each of the next three years.

METALWORKING INDUSTRY

For the reference level C3, the total gross monthly increase is €177.62. The table below summarises the new minimum wage for the different contractual levels:

Level	From 1 st June 2026	From 1 st June 2027	From 1 st June 2028
D1	€ 1.784,94	€ 1.833,02	€ 1.885,37
D2	€ 1.979,37	€ 2.032,70	€ 2.090,76
C1	€ 2.022,12	€ 2.076,59	€ 2.135,89
C2	€ 2.064,88	€ 2.120,52	€ 2.181,09
C3	€ 2.211,43	€ 2.271,01	€ 2.335,88
B1	€ 2.370,33	€ 2.434,19	€ 2.503,72
B2	€ 2.542,98	€ 2.611,49	€ 2.686,08
B3	€ 2.838,99	€ 2.915,48	€ 2.998,76
A1	€ 2.907,01	€ 2.985,33	€ 3.070,61

These increases may be absorbed into individual pay increases, unless such increases were expressly granted with a non-absorbability clause.

Welfare Benefits

With effect from 2026, the welfare benefits that companies are required to make available to employees by June 1st each year will increase from €200 to €250. These flexible benefits must be used by May 31st of the following year.

For 2026 only, the amount must be made available by the end of February.

Fixed-Term Employment Contracts – New Reasons and Stabilisation Requirement

For fixed-term employment contracts with a duration exceeding 12 months and up to a maximum of 24 months, it is necessary to specify the reason of the fixed term. The new possible reasons are:

- Workers aged over 50
- Workers under the age of 35 who meet one of the following conditions:
 - a) Have not held regular paid employment for at least six months
 - b) Are the sole adult in their household and have one or more dependants
- Workers who have been receiving extraordinary wage supplementation benefits (Cassa Integrazione Guadagni Straordinaria) for at least six months, or who have been registered as unemployed for at least six

METALWORKING INDUSTRY

months

- Workers employed in connection with exhibitions and trade fairs, from 15 days before to 15 days after the event
- Workers employed in the coordination of projects with a predetermined duration
- Workers employed for specific contracts, orders or assignments of a temporary nature, including cases where the activity extends beyond the originally planned timeframe due to delays caused by external factors.

These reasons must be expressly stated in the individual employment contract and may be legitimately used for extensions and renewals of fixed-term contracts exceeding 12 months and up to a total maximum duration of 24 months.

From January 1st 2027, the use of these reasons will be conditional upon the “stabilisation” (i.e. conversion into permanent employment) of at least 20% of fixed-term contracts that ended in the previous year. Contracts terminated during the probation period, by resignation or by dismissal for just cause are excluded from this calculation.

The specific reasons set out in the agreement are not currently operative and will become applicable only after the signatory parties have formally lifted the procedural reservation attached to the agreement.

Job Classification – Performance of Higher-Level Duties

Employees will be entitled to reclassification to a higher level where they perform duties corresponding to a higher level than their contractual classification for:

- 60 consecutive days, or 120 non-consecutive days within one year, or six non-consecutive months within three years
- 4 consecutive months, or 9 non-consecutive months within three years, for progression to levels B1, B2, B3 and A1.

NATIONAL COLLECTIVE LABOUR AGREEMENT for the Telecommunications Industry .

After three years without a contractual renewal, on November 11th 2025 the employers' association Asstel and the trade unions SLC CGIL, FISTel CISL and UILCOM UIL signed a draft agreement for the renewal of the National Collective Labour Agreement for the telecommunications industry. The agreement covers the 2023–2025 period and anticipates the new three-year cycle for 2026–2028.

Below is an overview of the key changes in terms of pay and employment conditions.

New Classification System and Enhanced Protections for the CRM–BPO Segment

For the first time, the renewed Collective Agreement introduces a specific distinction within the sector's value chain for the CRM–BPO segment (call centres, customer technical support and outsourced services), which is the area most exposed to technological change and transition processes. The aim is to provide greater flexibility in order to ensure economic and employment sustainability and to counteract contractual dumping practices.

One of the key elements of the renewal is the introduction of a new professional classification system, structured around professional areas that group together roles with similar skills, responsibilities and types of activity, replacing the traditional system of levels. The aim is to enhance skills, promote career transparency and facilitate professional development. The model is based on a dual structure: a general framework applicable to the entire sector and a specific framework for CRM–BPO activities.

Pay Increases

With effect from January 2026, base pay will increase in several instalments.

TELECOMMUNICATIONS INDUSTRY

For companies operating in the telecommunications industry, the increases will be applied in four instalments:

- January 2026
- December 2026
- July 2027
- December 2028

The tables set out the new base pay levels, based on the new professional areas.

PROFESSIONAL AREA D						
Old levels	New levels	31.12.2025	01.01.2026	01.12.2026	01.07.2027	01.12.2028
Q	D1	2.405,57	2,542,92	2.611,59	2,680,26	2.814,86

PROFESSIONAL AREA C						
Old levels	New levels	31.12.2025	01.01.2026	01.12.2026	01.07.2027	01.12.2028
7	C4	2.405,57	2,542,92	2.611,59	2,680,26	2.814,86
6	C3	2.195,3	2.317,44	2.378,51	2.439,58	2.559,28
5S	C2	1.951,95	2.056,6	2.108,93	2.161,26	2.263,82
5	C1	1888,73	1.988,73	2.038,73	2.088,73	2.186,73

PROFESSIONAL AREA B						
Old levels	New levels	31.12.2025	01.01.2026	01.12.2026	01.07.2027	01.12.2028
4	B2	1.751,79	1841,94	1.887,02	1.932,1	2.020,45
3	A1	1.622,26	1.702,98	1.743,34	1.783,7	1.862,81

PROFESSIONAL AREA A						
Old levels	New levels	31.12.2025	01.01.2026	01.12.2026	01.07.2027	01.12.2028
2	A2	1.489,43	1.560,5	1.596,04	1.631,58	1.701,25
1	A1	1.339,44	1.399,68	1.429,8	1.459,92	1.518,96

CRM/BPO SECTOR

For companies operating in the CRM/BPO segment, the increases will be paid in five instalments:

- April 2026
- December 2026
- December 2027
- July 2028
- December 2028

The tables below set out the new base pay levels, based on the new professional areas.

PROFESSIONAL AREA D							
Old levels	New levels	31.12.2025	01.04.2026	01.12.2026	01.12.2027	01.07.2028	01.12.2028
Q	D1	2.405,57	2.474,24	2.522,31	2.590,98	2.659,65	2.801,12

PROFESSIONAL AREA C

Old levels	New levels	31.12.2025	01.04.2026	01.12.2026	01.12.2027	01.07.2028	01.12.2028
7	C4	2.405,57	2.474,24	2.522,31	2.590,98	2.659,65	2.801,12
6	C3	2.195,3	2.256,37	2.299,12	2.360,19	2.421,26	2.547,07
5S	C2	1.951,95	2.004,27	2.040,90	2.093,23	2.145,56	2.253,36
5	C1	1888,73	1.938,73	1.973,73	2.023,73	2.073,73	2.176,73

PROFESSIONAL AREA B

Old levels	New levels	31.12.2025	01.04.2026	01.12.2026	01.12.2027	01.07.2028	01.12.2028
4	B2	1.751,79	1.796,87	1.828,42	1.873,50	1.918,58	2.011,44
3	A1	1.622,26	1.662,62	1.690,87	1.731,23	1.771,59	1.854,73

PROFESSIONAL AREA A

Old levels	New levels	31.12.2025	01.04.2026	01.12.2026	01.12.2027	01.07.2028	01.12.2028
2	A2	1.489,43	1.524,96	1.549,84	1.585,38	1.620,92	1.694,15
1	A1	1.339,44	1.369,56	1.390,64	1.420,76	1.450,88	1.512,93

Fixed-Term Employment, Agency Work and 4 October Public Holiday

- **Fixed-Term Employment:** the reasons for fixed-term employment contracts exceeding 12 months (including extension and renewals) have been reintroduced in line with current legislation. In particular, contracts may be used:
 - a) To carry out activities, works and/or services connected with the introduction of technological innovations, and/or the market launch and/or development of new products and/or services, and/or changes to the organisational structure or production processes.
 - b) To carry out installation or assembly work subject to specific climatic or environmental conditions which do not allow the work to be postponed to another period of the year.
 - c) To carry out activities which, due to the volume and/or specific nature of the product/service and/or the required processing, cannot be met with normal production capacity, or which require skills and specialist expertise different from those normally used.

TELECOMMUNICATIONS
INDUSTRY

- **Probationary Period:** aligned with recent legislative changes.
- **Agency Work:** information obligations have been strengthened, with site-specific reporting requirements introduced for multi-site companies.
- **New Public Holiday:** the agreement formally recognises October 4th (St Francis) as a public holiday.

Welfare and Improved Protections

The agreement also introduces a number of measures aimed at strengthening pension provision, supplementary healthcare and income-support mechanisms. The key developments include:

- **Telemaco Supplementary Pension Fund:** an increase in contributions of 0.2% with effect from January 1st 2026, corresponding to €4.38. The total employer contribution will thus rise to 1.6%.
- **Sector Supplementary Healthcare:** a joint committee will submit, by the end of April 2026, a proposal to establish a sector-wide supplementary healthcare fund from July 1st 2026 for employees who do not have other forms of supplementary coverage. The contribution, fully payable by the employer, will amount to at least €10 per month.

DOMESTIC WORK

NATIONAL COLLECTIVE LABOUR AGREEMENT for Domestic Work.

Ancrease in base pay

For live-in workers classified at level BS (B Superiore, i.e. the higher sub-level within category B), a total increase of €100 per month is provided for, to be applied as follows:

- €40 from 1 January 2026
- €30 from 1 January 2027
- €15 from 1 January 2028
- €15 from 1 September 2028

For all other contractual levels, pay increases will be applied on a proportional basis and according to the same timetable.

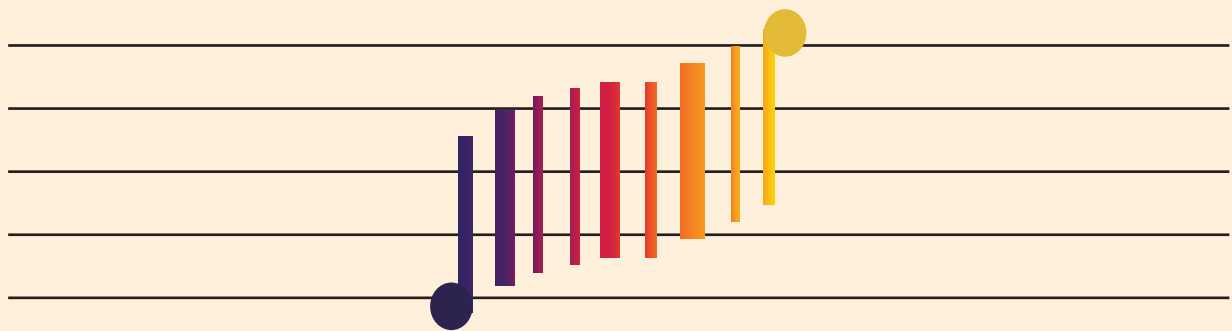
In addition, the monthly allowance for professional certification under UNI 11766:2019, payable to qualified family care assistants, has been increased to €30.

The new contractual minimum wage divided per the different levels are set out below:

Level	MONTHLY PAY	HOURLY PAY	FIXED ALLOWANCE
A	900,00 €	6,45 €	
AS	950,00 €	6,70 €	
B	974,39 €	6,95 €	
BS	1.043,99 €	7,38 €	
C	1.113,62 €	7,79 €	
CS	1.183,19 €	8,23 €	
D	1.391,98 €	9,48 €	205,84 €
DS	1.461,59 €	9,88 €	205,84 €



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