

LABOUR LEGISLATION UPDATES 04 – 2017

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Labour legislation: 2017 news

1. Pension advance (APE): the decree has been published

The ministerial decree implementing the so-called APE – voluntary pension advance, already provided for in the last stability law – has been published.

It is a bridge-loan, issued in monthly instalments, to the worker who applies for anticipating retirement and that the worker should return in twenty years after he actually begins receiving the pension from INPS, with constant direct withholdings from the institute.

Those who have accrued the requisites therefor on a date between May 2017 and the date when the decree enters into force (at present it has not yet been published on the official gazette) may apply within 6 months from such date for the payment of the amounts due starting from the above date of accrual of requisites.

At the date of the request, the minimum requisites necessary to get APE are the following:

- at least 63 years of age
- accrual of the right to retirement in the next 3 years and seven months
- accrual of at least 20 years' contributions.

Those who want to benefit from the voluntary pension advance should pay an instalment on the future net pension ranging from a yearly mean of at least 2% to 5-5.55%, but the net value should be lower thanks to the tax credit provided for in the Budget Law (it may reach 50% of the interest payable on the loan and on the premium).

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If the pensioner dies before having returned the whole loan, the insurance pays the residual debt and the survivor's pension, if any, is paid without any reduction.

The provision described is not yet operational as the agreements have not yet been set with banks and insurance companies that finance the loan and grant the payment in case of death of the pensioner.

2. Spending of meal vouchers

The Legislative Decree about substitutive canteen services has been published in the Official Gazette. Without detriment to the daily tax exemption limit of 5.29 Euro (7 Euro for electronic vouchers), meal vouchers can be used as follows:

- cumulatively, up to a maximum of eight vouchers in a single solution;
- at commercial concerns, too, such as company and intercompany canteens, supermarkets and food retailers, markets, holiday farms and ichthyic-tourism structures.

The decree further stresses the characteristics of meal vouchers that can be issued to employees, full-time or part-time employees (even when working time does not foresee a lunch break) and to collaborators. Meal vouchers can neither be transferred – even not to family members or relatives – nor be offered for sale nor be converted into money.

Collective contracts: expiry, news and renewals

September

1. Private lay schools - ANINSEI – Minimum wages

From 1st September 2017, an average gross increase of 20 Euro is expected for level V and VI. Thus, the minimum wages starting from 1st September will be the following:

<i>Levels</i>	<i>Minimum wages included from 1st September 2017</i>
VIIIB	1,570.79
VIIIA	1,489.59
VII	1,421.07
VI	1,399.64
V	1,399.64
IV	1,313.13
III	1,249.79
II	1,192.21
I	1,164.43

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Collective contracts: expiry, news and renewals

October

1. Metalworking industry – Supplementary health fund

We remind that, starting from 1st October 2017, the registration of employees in the fund MetaSalute is due to be applied on behalf of the companies adopting the National Collective Contract for the Metalworking Industry.

EMPLOYEES SUBJECT TO THE OBLIGATION

All employees not in the probationary period should be registered in the Fund MetaSalute, having:

- a permanent employment contract, including part-time workers;
- an apprenticeship contract;
- a fixed-term contract with residual duration not shorter than 5 months starting from the date of registration;
- workers on personal sick leave, workers involved in all the types of CIG and, for a maximum period of 12 months, workers who left because of redundancy and benefitting from NASPI.

POSSIBLE EXEMPTIONS

Employers who already grant their employees a yearly health insurance, higher than Euro 156.00, are exempted from the registration obligation.

Employees who do not want to adhere to the Fund should communicate their intention to their own company, by written waiver.

CONTRIBUTION TO BE BORNE FROM THE COMPANY

The monthly contribution to be paid amounts to Euro 13.00 for each registered employee.

The employee may choose to adhere to an ameliorative insurance plan (Supplementary plan 2). In this case, the total monthly contribution amounts to Euro 20.83 of which 13 to be borne by the employer.

SANCTIONS

The partial or total omission of the payment of the contributions due from the company to the registered employees leads to the discontinuation of the health assistance services.

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2. Credit – minimum wages

Starting from 1st October 2017, the new minimum wages should be the following:

<i>From 1st October 2017</i>	<i>Wage</i>	<i>Additional seniority steps</i>	<i>Amount ex table reorganization</i>
QD 4th Level	4,272.56	95.31	14.30
QD 3rd Level	3,626.69	95.31	14.30
QD 2nd Level	3,236.67	41.55	7.99
QD 1st Level	3,049.00	41.55	7.99
3rd Area 4th Level	2,686.90	41.55	7.99
3rd Area 3rd Level	2,492.45	41.55	7.99
3rd Area 2nd Level	2,354.74	41.55	7.99
3rd Area 1st Level	2,234.11	41.55	7.99
2nd Area 3rd Level	2,100.32	35.57	6.83
2nd Area 2nd Level	2,019.92	29.07	5.59
2nd Area 1st Level	1,965.34	29.07	5.59
1st Area (Unique level + night)	1,878.98	21.17	4.07
1st Area (Unique level)	1,830.38	20.12	3.87

To the employees hired in the 3rd Professional Area, 1st Level, with permanent employment contract, incl. apprenticeship, a level of remuneration for newly-hired is attributed that lasts 4 years from the date of hiring, such remuneration amounting from 1st October 2017 to Euro 2,010.70 for employees engaged from 1.04.2015. For those who were already engaged on 31.03.2015, the reference professional remuneration level amounts to Euro 1,835.63.