

**Decree on transparency for new hires.
A clearer picture.**



SUMMARY

LAW

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- 2) “Work-life balance” decree
- 3) Fuel bonus – tax bureau message

COLLECTIVE LABOUR AGREEMENT RENEWAL

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NOVITÀ NORMATIVE

“TRANSPARENCY” DECREE

“Transparency” decree

The Legislative Decree implementing the European Union directive on transparent and predictable working conditions has just been published in the Official Journal. The combination of various implementing decrees connecting EU and Italian law and the circulars from the ministry and the labour inspectorate should provide a clearer picture of aspects of the new rules. At present, we are still waiting for details however the actual date on which the obligations will come into effect is the 13th of August.

The legislative changes mean employers have to inform workers as to the “basic elements of the employment relationship” and the related “working conditions” and “protections”. The employer or the contractor must provide workers with clear, transparent and comprehensive information that meets the relevant accessibility standards. Such information must be provided free of charge in paper or electronic format, and it must be filed and made available to the worker. The employer must also keep a record showing the sending or receipt of such information.

The key changes to note are:

- a) the number of people to whom such communication must be provided has been extended as it now relates not only to employees (including those on agricultural, labour agency and intermittent contracts), but also people on the so-called “coordinated and continuous collaboration” contracts, domestic workers and those on occasional services contracts. It does not extend to self-employed persons (in the narrow sense), sales representatives and agents, and services provided by family members living with the employer;
- b) the information that needs to be provided: in addition to the basic information already in the letter of appointment, there is also the right to receive employer-provided training, where foreseen; the amount of annual leave and any other paid leave to which the worker is entitled or, in cases where this cannot be indicated at that time, the means for calculating and using such leave; the procedure, form and terms for the provision of notice in case of termination of employment by the worker or employer; the scheduling for working hours, or the variability of this, along with the minimum number of guaranteed paid hours and the notice required by the worker; the collective labour agreement, including company agreements, applicable to

“TRANSPARENCY” DECREE

the work relationship, with an indication of the parties that signed it; the entities and institutions that receive social security and insurance contributions payable by the employer and any form of social security cover provided by the employer; the required information in cases where the performance of work is organised through the use of automated decision-making or monitoring systems.

Any changes to contractual items after a person is hired that are not the direct result of changes to legislation, regulations or collective labour agreement clauses, must be communicated to the worker in writing no later than the first day on which such changes take effect.

The provision allowing such information to be provided by referencing the rules in the collective labour agreement adopted by the employer is no longer valid.

The above provisions apply to all hires from the date on which the Legislative Decree becomes effective (a date that is not known at present as it is still in the process of being published).

A key change has also been made for work done abroad. An employer that secondments a worker to another EU or non-EU State as part of the transnational provision of services must inform the worker in writing prior to departure of any changes to the employment relationship and the following information:

- the country or countries in which the work abroad will be done and the forecast duration;
- the currency in which remuneration will be paid;
- any additional benefits in cash or kind for the tasks done;
- where repatriation is planned, the conditions governing this;
- the remuneration to which the worker is entitled in accordance with the applicable law of the host Member State;
- any specific allowances for secondment and how travel, board and lodging expenses will be reimbursed;
- the institutional website address of the host Member State where information about secondment is available.

The fines payable by employers for failing to meet these requirements range from €250 to €1500. The finalised version of the Decree should provide details of how such fines might be imposed.

“WORK-LIFE BALANCE” DECREE

“Work-life balance” decree

The Legislative Decree implementing the European Union directive on work-life balance has just been published in the Official Journal. The combination of various implementing decrees connecting EU and Italian law could provide a clearer picture of aspects of the new rules. Once again, we are still waiting for some practical instruction from INPS for the new provision.

The directive’s goal is to promote an improved work-life balance for all workers who are parents or caregivers so as to achieve a fairer sharing of responsibilities between men and women and promote real gender equality in the workplace and the home.

The changes are:

- setting paternity leave at 10 days for working fathers;
- extending parental leave from a total of 10 to 11 months;
- extending parental leave paid at 30% from 6 to 9 months;
- the option to use parental leave until a child is 12 years old;
- extending leave to self-employed and freelance workers, for pregnancies with risk factors;
- priority remote working for parents with children up to age 12 and with no age limit if they have disabled children or are working caregivers.

FUEL BONUS

Fuel bonus – tax bureau message

The Energy Decree allows private employers to pay fuel bonuses, exempt of taxes and contributions, up to a maximum of €200 in total, to employees without any income constraints and regardless of contract type.

The public administrations are not entitled to do this.

The Italian Revenue Service (Agenzia delle Entrate) issued a Circular on 14 July 2022 to confirm this benefit, detailing the following:

- the exemption is in addition to the limit of €258 allowed for other goods and services that are already exempt of taxes and contributions (fringe benefits);
- the vouchers and similar that are covered by the exemption can also be for charging electric vehicles, and not only for fuel;
- the provision of vouchers must be done during 2022 and no later than 12 January 2023, regardless of their use;
- such disbursements may also be provided to individual workers on a “personalised basis”.

RENEWALS OF COLLECTIVE LABOUR AGREEMENTS - JULY

CHEMICAL INDUSTRY

Chemical industry:

Distinct Elements Of Remuneration (EDR)

From 1 July 2022, the following monthly amounts are payable as the so-called "distinct elements of remuneration" (EDR):

Cat	EDR	EDR
PO	Previous	from 01/07/2022
A1	81,00	34,00
A2	73,00	31,00
A3	69,00	28,00
B1	67,00	27,00
B2	63,00	26,00
C1	60,00	25,00
C2	56,00	23,00
D1	55,00	23,00
D2	51,00	20,00
D3	49,00	20,00
E1	47,00	19,00
E2	42,00	18,00
E3	40,00	16,00
E4	39,00	16,00
F	37,00	15,00

CHEMICAL INDUSTRY

Base Pay Adjustments

From 1 July 2022, base pay will increase on average by €41.00 gross, calculated based on level C1. This change means gross monthly pay for average level C1 will be €1,947.25.

Level	Minimum	COLA	EDR	Total
A1	2.355,52	0,00	0,00	2.355,52
A2	2.355,52	0,00	0,00	2.355,52
A3	2.355,52	0,00	0,00	2.355,52
B1	2.172,22	0,00	0,00	2.172,22
B2	2.172,22	0,00	0,00	2.172,22
C1	1.947,25	0,00	0,00	1.947,25
C2	1.947,25	0,00	0,00	1.947,25
D1	1.800,03	0,00	0,00	1.800,03
D2	1.800,03	0,00	0,00	1.800,03
D3	1.800,03	0,00	0,00	1.800,03
E1	1.625,87	0,00	0,00	1.625,87
E2	1.625,87	0,00	0,00	1.625,87
E3	1.625,87	0,00	0,00	1.625,87
E4	1.625,87	0,00	0,00	1.625,87
F	1.592,46	0,00	0,00	1.592,46

This amount can be absorbed by other amounts.

CHEMICAL INDUSTRY

Organisational role allowance (IPO)

An allowance is payable for organisational roles, as follows:

PO	Min	IPO
A1	2.355,52	478,96
A2	2.355,52	271,07
A3	2.355,52	214,70
B1	2.172,22	271,76
B2	2.172,22	188,39
C1	1.947,25	283,40
C2	1.947,25	207,61
D1	1.800,03	282,23
D2	1.800,03	193,74
D3	1.800,03	144,73
E1	1.625,87	226,41
E2	1.625,87	140,27
E3	1.625,87	83,42
E4	1.625,87	40,17
F	1.592,46	0,00



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