



T.C.E.D. SRL - PAYROLL

## JOB NEWSLETTER 03 – 2014

### **Labour law provisions**

- 1. Fixed-term contract: what changes?**
- 2. Illness and return to work**

### **Collective bargaining contracts**

- 1. Telecommunications: minimum wages are raised**

### **Labour law provisions**

- 1. Fixed-term contract: what changes?**

- No motivation: new fixed-term contracts may be stipulated without any motivation for up to 36 months. This provision applies to temp agency workers too.
- Max. number of workers on fixed-term contracts: 20% of the open-ended contract workers employed as at January 1 of the year of hiring, unless otherwise provided for by the applicable collective labour contract.

Companies providing work for no more than 5 people can hire only one person on a fixed-term contract, but this provision does not apply to temp agency workers.

In the event of a breach of the 20% limit, the administrative sanction is:

- 20% of the pay, per month (or fraction of month of more than 15 days) of duration of the employment relationship, if the breach concerns a single worker hired in excess of the aforementioned limit;
- 50% of the pay, if the breach concerns two or more workers hired in excess of the aforementioned limit.

The headcount to be considered to determine the fixed-term contract limit is the number of people employed as at January 1; for companies starting business during the course of the year, the limit is determined based on headcount at the date of signing the first fixed-term contract.

- Extensions: up to 5 extensions within the 36 month limit, provided that they refer to the same job profile;
- Obligation of the employer to inform the workers of the possibility to avail themselves of their priority right.

- 2. Illness and return to work**



INPS – Message no. 6973 of 12/09/2014: a worker on sick leave wishing to return to work in advance must ask his/her GP to change the prognosis and submit the new amended certificate to his/her employer.

Without said certificate, the employer would be exposed to the risks arising from failure to meet the obligations set out in the regulations on health and safety on the job.

## **Collective bargaining contracts**

### **1. Telecommunications: minimum wages are raised**

The table below lists the minimum wages to come into effect on October 1, 2014:

<b>Levels</b>	<b>Minimum</b>
Q	1,665.44
7	1,665.44
6	1,482.81
5 S	1,263.64
5	1,207.32
4	1,088.51
3	996.58
2	884.11
1	749.72