

newsletter  
**DECEMBER 2017**

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**REGULATION  
AND PRACTICE**



Studio  
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CONSULENZA  
DEL LAVORO E FISCALE

### **CIGS: expiry terms for the regulation of the allowance paid in advance to employees**

INPS, with Message no. 4746/2017, provides clarifications on the semiannual expiry term for the regulation or reimbursement of CIGS salary integration paid in advance to employees. Said term is to be calculated from the latter date between the end of the payroll period ongoing upon the end of the period covered by CIGS and the submission of the Decree granting the request.

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### **Remote surveillance: installation and usage of devices**

The National Labor Inspection Authority provides operational instructions for the installation and usage of audiovisual and other control devices as per art. 4, Law no. 300/1970. Specifically, the Authority insists on the installation of electronic alarm systems with cameras, able to automatically activate in case of intrusion by third parties in work areas. The installation of said devices is subject to prior agreement with union representatives or to a specific authorization from the Authority.

The Authorities recommends quick action to its offices, considering that said devices are clearly aimed at the protection of company assets and that there's no possible misuse by the employee, whenever said devices activate exclusively when the alarm system is on.

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### **School-work alternation: regulations on the Official Gazette**

Interministerial Decree no. 195 of December 21, 2017 has been published on the Official Gazette. The Decree carries the "Charter of rights and duties of students in school-work alternation and application of health & safety regulations to students in school-work alternation". Said provision states that, in order to:

- Reduce costs for structures in providing H&S training as per art. 37, Legislative Decree no. 81/2008, companies may define local agreements with involved authorities, including INAIL;
  - Guarantee health & safety of students, considered as equivalent to workers for H&S purposes, the number of students admitted to any structure is to be determined upon the structure's structural, technological and organizational capacity, with a ratio defined upon the inherent risk of the student's work activity.
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### **CIGS salary integration for publishing sector: publication of the decree**

With Interministerial Decree no. 100495 of November 23rd, 2017, published on December 22nd, 2017, the Ministry of Labor, together with the Ministry of Economy, divulged guidelines for CIGS salary integration treatment to employees of the publishing sector, for company restructuring during crisis periods.

Among issues contemplated by the Decree:

- Recipients of the treatment and occupational requirements;
- Durations and reasons for CIGS coverage;
- Criteria for the recognition of company crisis or restructuring during periods of crisis.