

newsletter
SEPTEMBER 2019

**OVERVIEW ONFOCUS NEWS
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Circular message no. 47/2019: Agreement on the representativeness of trade unions

OnFocus News, 30 September 2019, no. 47

INPS, INL, Confindustria, CGIL, CISL and UIL have signed an agreement determining new regulations for the assessment of the representativeness of trade unions: only national collective agreements signed by unions representative of more than 50% of the weighted average rate of enrolled employees and voting employees will be considered as sufficiently representative.

Administrators of limited companies with a subordinate employment relationship: when this may be applicable

OnFocus News, 26 September 2019, no. 46

INPS, in line with settled case law, doesn't necessarily exclude, though with a few exceptions, compatibility between the function of company administrator and, at the same time, of subordinate employee of the same company, as long as specific conditions are observed.

Requirements for the lawful fruition of regulatory and social benefits

OnFocus News, 20 September 2019, no. 45

With a recent circular message, INL specified that the employer may lawfully apply regulatory and social benefits even when applying CBAs signed by minor trade unions, as long as – in such case – collective regulations grant employees an equivalent or better statutory terms and salary.

Increase of additional NASpl contribution in case of fixed-term contract renewal

OnFocus News, 16 September 2019, no. 44

INPS provided instructions for the management of additional NASpl contribution due in case of renewal of subordinate employment contracts after 13 July 2019, also specifying payment procedures for outstanding contribution and restitution of previously paid sums in case of ensuing confirmation with a permanent contract.

“Quota 100” early retirement – no cumulation of pension and work-related income

OnFocus News, 13 September 2019, no. 43

INPS divulged instructions and clarifications on the ban on cumulation of work-related income with “quota 100” early pension treatment, stating the types of income and allowances that must be deemed incompatible. Only income due to occasional, self-employed work may be included, within the annual gross limit of € 5,000.00.

Circular message no.42/2019: : “#Conciliamo”: measure for the promotion of company-based welfare

OnFocus News 11 September 2019, no. 42

Employers may submit by 15 October 2019, on their own or via a trade union, a specific request to the Presidency of the Council of Ministers, in order to obtain funds between € 500,000.00 and € 1,500.000 for projects promoting company-based welfare.