

«Decreto Sostegni bis»: The main new labour law rules for companies (Decree Law no. 73 of 25 May 2021)



- Subject to execution of a **corporate agreement** to reduce the working hours of the staff on payroll at 26 May 2021 **with a view to maintaining employment levels**
- Average reduction of working hours not exceeding 80%** of regular daily, weekly or monthly working hours of the workers affected by the collective agreement
- Aggregate reduction of each employee's working hours not exceeding 90%** in the period covered by the agreement
- Uncapped income-support benefits to employees corresponding to **70% of aggregate remuneration**.

INCOME-SUPPORT BENEFITS PURSUANT TO ORDINARY RULES (as of 1 July 2021)

- Exemption from additional social security contributions until 31/12/2021**
- Prohibition to dismiss for organizational reasons except in the event of:**

- Change of contractor, where same staff is expected to be hired back
- Company winding-up and cessation of business
- Definitive cessation of business

- Bankruptcy
- Trade union agreement

INCOME-SUPPORT BENEFITS IN CONNECTION WITH A BUSINESS CRISIS («Decreto Genova»)

- Possible six-month extension until 31 December 2021
- For strategically significant companies which met with particular difficulties during the cessation process
- Subject to **new agreement** with the Ministry of Labour

EXPANSION AGREEMENTS

Lowering of minimum headcount to 100

CONTRATTO DI RIOCCUPAZIONE (reemployment agreement)

- Between 01/07/2021 and 31/10/2021: to encourage hiring of the unemployed

Six-month induction period pursuant to an individual project to adjust professional skills.

- At the end of the induction period, it is possible to terminate the agreement subject to notice.

Exemption from social security contributions provided that:

- no dismissals were made in the 6 months prior to the hire
- no worker in the same business unit and of the same level and category as the new hire is dismissed in the subsequent 6 months (under penalty of revocation of the employment agreement)

NASPI (unemployment benefits)

- Until 31/12/2021 suspension of the 3% monthly reduction as of the fourth month of payment of the benefits.
- The benefits paid between 01/06/2021 and 30/09/2021 are confirmed in the amount payable at 26/05/2021.
- The percent reduction will start applying again from 01/01/2022.