

EMERGENZA CORONAVIRUS

FILLEA informa: i provvedimenti del Governo

WARNING!

The **health emergency** that we are experiencing in Italy affects workplaces directly.

We all have to behave according to the rules established by the competent authorities.

In any case, the health emergency **can never justify any** employers' behaviour that goes against what has been set up by the laws of the State, the National/Local/Business Collective Bargaining or the Agreement signed on March 14, 2020.

LET'S NOT FORGET GENERAL RULES

Let's rigorously follow the hygienic recommendations prescribed by the National Health Institution.

If you develop emergency warning signs for the virus, **DO NOT RUSH TO THE EMERGENCY**

ROOM but call the national number 1500 to seek medical care and promptly notify your employer. In this instance, you are eligible to take sick leave.



**LE REGOLE
NON VANNO
IN
QUARANTENA**

**L'EMERGENZA NON SIA
UN CAVALLO DI TROIA
PER CANCELLARE
REGOLE E DIRITTI.**



LET'S MONITOR WORKPLACES

Let's keep a close watch on employers, in order to make sure that they are enforcing the recommendations prescribed by the National Health Institution, especially when it comes to sanitizing workplaces, maintaining the required distance between employees, the delivery of PPE and, generally speaking, all those provisions included in the Union Protocol to Contain the Spread of the CoronaVirus Disease 19, signed by Social Partners on the last 14 March. RLS and RLST representatives are available to help you.

- Let's consider and explore the possibility of smart working (work from home), prioritizing those workers affected by severe and demonstrable diseases.
- In the event of **cease trading** let's explore, with Union Delegations (where existing) or local union organizations, the possibility of having access to those social security cushions expressly provided to protect your income.
- Let's make sure that employers do not remove employees from the workplaces **without a real health emergency**.
- If the worker finds himself in the position of maintaining his regular employment, the **compensation** remains the one established by the National Collective Working Agreement and others potential local or business supplements.
- **While commuting**, if working under regular circumstances, employees must carry along the new Self-declaration form, available for download at (site www.interno.gov.it)

THE COMPELLING PROVISIONS LAUNCHED BY THE GOVERNMENT

1. REGULAR UNEMPLOYMENT INSURANCE AND REDUNDANCY PAYMENT CHECK BY THE SUPPLEMENTAL COMPENSATION FUND (FIS)

Time frame: max 9 weeks (usable within and no later than August 31, 2020).

Effective date: February 23, 2020.

Application procedure: within the fourth month, counting from the beginning of the cease.

Note: It's not evaluated into the total maximum duration of FIS and CIGO usage; union consultation (even online) within 3 days from the application; in presence of a pre-existing CIGS or Support Agreement, those shall be suspended in order to secure access to the CIGO; special compensation from the employer will not be provided; it is relevant to each and every employee, starting from February 23, regardless the actual length of service.

HOW TO BEHAVE:

- In regards of the **Construction Industry** and the **Natural Stone Sector**, the CIGO must be applied to each and every company, no matter how big or small (from 1 employee up).
- There is no need to put employees on leave.
- In case of sick leave, the rules standing are the ones planned for the CIGO:
- Employee already on sick leave: 1. CIGO from the beginning, if the whole staff is put under unemployment insurance; 2. If only part of the staff is put under unemployment insurance, the worker stays on sick leave.
Sick leave during CIGO: the worker remains under unemployment insurance.

2. SPECIAL UNEMPLOYMENT INSURANCE

Time frame: max 9 weeks (usable within and no later than August 31, 2020).

Effective date: February 23, 2020.

Application procedure: within the fourth month, counting from the beginning of the cease.

Note: For companies operating in the private sector, without social safety net; mandatory union consultation (even online) for each and every company with 5 or more employees; direct payment from the INPS to the worker.

3. PARENTAL LEAVE, FURLOUGHS AND BONUS

SPECIFIC PARENTAL LEAVE (alternately, even for both parents)

Time frame: 15 days (ongoing or split) in 2020.

Effective date: March 5, 2020.

Extent: 50% of the compensation.

Note: the leave potentially used from March 5, 2020, will be paid accordingly to the above criteria.

FURLOUGHS FOR PARENTS WITH CHILDREN FROM 12 TO 16 YEARS OLD

Time frame: until the end of the didactic work cease.

Effective date: March 5, 2020.

Extent: Unpaid leave, with the obligation of keeping the job.

BABY-SITTER BONUS

Time Frame: until the end of the didactic work cease.

Effective Date: March 5, 2020.

Extent: a one-time 600 euros refund for baby-sitting expenses.

Note: as an alternative to parental leave.

EXTENSION OF FURLOUGHS LAW 104/92

Time frame: March and April 2020.

Effective date: March 2020.

Extent: additional 12 days, usable during the months of March and April 2020.

4. SELF-EMPLOYED WORKERS, INDEPENDENT CONTRACTORS, VAT

ONE-TIME COMPENSATION

A one-time compensation of 600 euros will be granted for the month of March 2020. The compensation must be petitioned through INPS specific application form.

FURLOUGHS FOR PARENTS WITH CHILDREN UP TO 12 YEARS OLD

Time frame: 15 days (ongoing or split).

Effective date: March 5, 2020.

Extent: 50% of 1/365 of the income which has to be determined according to the calculated maternity compensation.

BABY-SITTER BONUS

Time Frame: until the end of the didactic work cease.

Effective Date: March 5, 2020.

Extent: a one-time 600 euros refund for baby-sitting expenses.

Note: as an alternative to parental leave.

5. ADDITIONAL PROVISIONS

QUARANTINED WORKERS

The quarantine period will be paid as sick leave and will not affect the evaluation of the grace period. It has a retroactive effect. Must be certified by the competent health authority.

LAST-RESORT INCOME FUND

Within the budget estimates frame, the Ministry of Labour and Social Policy has established a "Last-resort income fund" aimed at guarantying a compensation (to the extent of 300 million of euros for the year of 2020) to all the employees and self-employed workers, including freelance professionals registered with Bodies managing obligatory social security under private law, who have ceased, reduced or suspended their business or working activity due to the epidemiological emergency. Within 30 days the Minister of Labour and Social Policy, in partnership with the Minister of Economy and Finance, will specify the priority criteria and the accreditation methods of this compensation.

LAYOFFS INTERRUPTION

All justified dismissals for objective cause, ordered after the 23 of February 2020, are suspended for 60 days starting from the date in which the Legislative Decree entered into force.

EMPLOYEES BONUS

A 100 euro bonus, to be compared with the amount of working days carried out during the month of March 2020, will be granted to all those workers (effectively working during the month of March 2020) who present a total annual income lower than 40.000 euros.

6. FOR BUSINESS COMPANIES

There will be specific incentives and tax credits in order to purchase PPE and sanitize workplaces and working tools.

IF YOU ARE A CONSTRUCTION WORKER

In recent days the Fillea, together with the other trade unions and the employers' parties, has signed a national agreement to allow the Special Construction Workers' Funds to pay in advance the accumulate and deposited holiday, as well as the APE (Construction Professional Seniority).

For further information, please address your union official representative or the Fillea.

Find the closest Fillea office: >> www.filleacgil.net/chi-siamo/dove-siamo.html.

7. SECURITY IN THE WORKPLACE – 14 MARCH 2020 AGREEMENT

Agreement between the Government, Cgil, Cisl, Uil, Entrepreneurial Associations (Confindustria, Confapi, Rete Imprese Italia, Alleanza delle Cooperative, Confservizi) for the regulation of the provisions aimed at containing the spread of the CORonaVIRus Disease 19 in the workplace.

KEY POINTS OF THE AGREEMENT:

- The existence of safety conditions for every worker is mandatory, **in each and every workplace**. Because of this, every company has to establish a **specific committee to implement safety regulations** featuring Rsus, Rsas, and Rlss (or Rlsts, regarding the Construction Industry).
- Each and every company must arrange for the **locations and equipment sanitation** to be done. The job must be carried out respecting the safe distance of at least 1 meter between each individual.
- If it's not possible to maintain the safe distance, the workers must be equipped with **Personal Protective Equipment** (facemasks, gloves, eyeglasses, earphones, gowns, overalls in compliance with the provisions of the scientific and health authorities).
- When creating the proper safety conditions, it is important not to rush the process but to take the needed time by slowing down or interrupting the job, resorting to the **social security cushions**.
- If a company does not abide by the duty of securing the workers, the Rsu or the local trade union organizations will resort to **each and every union means of action**.

Health comes first.

This means that, once the proper safety conditions have been established, these must be preserved by:

- The **daily cleaning** and the periodic **sanitation** of spaces, locations, communal areas, work stations and tools with suitable cleansers;
- The provision of adequate **cleaning items** for hands' hygiene;
- The **access to communal areas** (including dining halls, smoking areas, public or private dormitories, boardwalks and changing-rooms) must be staggered and rationed in order to respect the minimum safe distance of 1 meter between individuals;
- Utilising your **own vehicle or public transport**, as long as the safe distance of 1 meter between passengers is guaranteed at any time (the handles of car doors and windows, the steering wheel and the gearbox must always be cleaned with the appropriate cleanser).

In addition to this, it is possible to:

- **suspend** the activity of those business departments or specific areas of the construction site, not essential to the production;
- proceed with a **remodelling** of the productive levels;
- arrange the **closure of every department other than the production one** or, in any case, of those departments able to function by smart working or remote work. As a matter of fact, it is only possible to **carry on the productive activities** in the presence of **working conditions** capable of assuring appropriate **safety levels** to each and every worker.

#healthcomesfirst



**NOW, MORE THAN EVER,
THE FILLEA IS HERE!
#LET'SHANGINTHERE**

