

COVID-19

INPS messages of 20 March 2020

Measures in support of companies and employees Preliminary clarifications

INPS, the Italian social security authority, published 4 messages providing preliminary clarifications on the measures in support of companies and employees introduced by Decree “*Cura Italia*”, with particular regard to the following:

1. ***Cassa Integrazione Ordinaria, Assegno Ordinario and Cassa Integrazione in Deroga (state-funded income-support measures if temporary redundancy procedures are implemented)*** (*Message no. 1287*);
2. **Parental leave, family care leave (law 104), baby-sitting bonus** (*Message no. 1281*);
3. **Extension of the period for requesting unemployment benefits for employees, quasi-employees and agricultural laborers (NASPI, DIS-COLL, disoccupazione agricola)** (*Message no. 1286*);
4. **Allowance for freelancers, independent contractors and quasi-employees (collaboratori coordinati e continuativi)** (*Message no. 1288*).

1. PROTECTION OF CASSA INTEGRAZIONE ORDINARIA, ASSEGNO ORDINARIO AND CASSA INTEGRAZIONE IN DEROGA (STATE-FUNDED INCOME-SUPPORT MEASURES IF TEMPORARY REDUNDANCY PROCEDURES ARE IMPLEMENTED)

The application for the above income-support measures cannot yet be submitted since the authority is in the process of making available the relevant IT procedures to the entities concerned. The authorities in charge of paying the benefits under *Cassa in Deroga* are the Regions, which will first have to issue the relevant orders (*Decreti di concessione*).

Companies are not required to provide evidence of the transitional nature of the circumstances and of the resumption of business, or to enclose a technical report. They will simply have to enclose a list of the workers concerned, i.e. those on payroll at 23 February 2020.

If a company had already submitted another application for income-support benefits, it can also file an application for “*Cassa Integrazione Covid-19*”, which will take precedence over the other.

Those companies which, by reason of their area of business, do not fall within the scope of application of *Cassa Integrazione Ordinaria*, *Fondi di Solidarietà Bilaterali* or *Fondo di Integrazione Salariale* (FIS), shall have to rely on the benefits paid by the Regions under *Cassa Integrazione in Deroga*.

As regards the *Assegno Ordinario*, the message specifies that if the benefit is conditional on the completion of the relevant trade union procedures and the reaching of an agreement with the company, the application will be valid even if the agreement has been executed at a date subsequent to the application.

It is possible to request INPS to make direct payment to the workers concerned, with no need for the employer to demonstrate that it has financial problems.

The benefits under *Cassa Integrazione in Deroga* can only be paid directly by INPS.

2. PARENTAL LEAVE, FAMILY CARE LEAVE (LAW 104), BABY-SITTING BONUS

Parental leave

Extraordinary parental leave may be taken by one parent (or one parent at a time) for a maximum of 15 days between 5 March and 3 April.

During the 15-day leave, workers with children of less 12 years of age (11 years and 364 days) will receive 50% of their regular salary (and notional contributions).

There is no age limit for severely disabled children, provided that they are enrolled in schools or in day-care centers.

Those parents who have already applied for ordinary leave, which was in progress at 5 March, do not need to submit a special-purpose request because INPS shall automatically convert ordinary leave into the emergency-related parental leave. The same applies for leave taken by parents of disabled children.

All other parents who wish to take advantage of this leave, will have to submit the relevant application through the usual channels.

Parents of disabled children over 12 years of age, who have not applied for an extension of their parental leave, may already take the Covid-19 related leave pending submission of the online application (according to the procedure which will be disclosed by INPS before the end of March).

Parents of children between 12 and 16 years of age will have to submit the request only to their employer and not to INPS.

Family care leave (Law 104/92)

An aggregate of 12 more days of family care leave have been granted for March and April, in addition to the ordinary 3-day family care leave.

If necessary, such leave may be taken consecutively in the same month or by the hour.

Workers who are already authorized to take family care leave under law 104/92, do not need to submit a new application.

All other eligible workers will have to submit the relevant applications through the usual INPS IT channels.

Baby-sitting bonus

The bonus for baby-sitting services (introduced to help parents following the closing of schools) is payable:

1. for children below 12 years of age at 5 March;
2. during pre-adoption foster care;
3. for severely disabled children over 12 years of age who are enrolled in schools or in day-care centers

The bonus is paid through the *libretto di famiglia* (a deposit account used by private individuals who wish to obtain occasional working services); the eligible individuals will have to register with the relevant section of the INPS website.

3. EXTENSION OF THE PERIOD FOR REQUESTING UNEMPLOYMENT BENEFITS FOR EMPLOYEES, QUASI-EMPLOYEES AND AGRICULTURAL LABORERS (NASPI, DIS-COLL, DISOCCUPAZIONE AGRICOLA)

The period for requesting unemployment benefits in connection with the termination of employment (for reasons beyond the employee's control) in the period between 1 January 2020 and 31 December 2020, has been extended from 68 days to 128 days from the date of termination of employment.

4. ALLOWANCE FOR FREELANCERS, INDEPENDENT CONTRACTORS AND QUASI-EMPLOYEES (COLLABORATORI COORDINATI E CONTINUATIVI) IN CONNECTION WITH THE COVID-19 EMERGENCY

A 600-euro tax-free allowance for the month of March shall be granted to:

- ◆ Freelancers registered for VAT at 23 February 2020, including members of associations of professionals (*studi associati*) registered with *gestione separata* INPS pursuant to law 335/95;
- ◆ Quasi-employees (*collaboratori coordinati e continuativi*) hired under agreements in place at 23 February 2020, registered with *gestione separata* INPS.

The amount is not payable if the freelancers, independent contractors and quasi-employees receive pension benefits or are registered with other compulsory social security schemes.

The application for the allowance shall be submitted through the relevant INPS channel (according to the procedure which will be disclosed by INPS before the end of March).

For additional information or clarification please contact:

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