

NEW MAXIMUM WAGES UNDER THE LABOUR REDUNDANCY, MOBILITY AND UNEMPLOYMENT

Pursuant to Article 1, subsection 27, of Italian law n°. 247 of 24 December 2007, which enacts the Welfare Protocol, effective from 1st January 2008, the increase in the ceiling of wage, mobility and unemployment compensation benefits is established at 100% (vs. 80% up until 2007) of the increase deriving from the average annual variation in the ISTAT consumer price index.

Adjustments to the maximum wages to pay to employees entitled to wage, mobility and unemployment compensation **for 2013**, as communicated in Italian National Social Security Institute (INPS) circular n°. 14 on 30 January 2013, are as follows:

ORDINARY AND EXTRAORDINARY SHORT-TIME ALLOWANCE (CASSA INTEGRAZIONI GUADAGNI ORDINARIA E STRAORDINARIA)

This corresponds to 80% of the reference pay, including any monthly additional pay accrual (13th month pay, bonuses, etc), up to the following **ceilings**:

1st ceiling

Gross monthly pay **up to €2.075,21** (2012: €2.014,77)

	2013	2012
Gross monthly allowance	€959,22	931,28
Monthly allowance net of social contributions (5.84%)	€903,20	876,79

2nd ceiling

Gross monthly pay **up to €2.075,21** (2012: €2.014,77)

	2013	2012
Gross monthly allowance	€1.152,90	1.119,32
Monthly allowance net of social contributions (5.84%)	€1.085,57	1.053,84

MOBILITY ALLOWANCE

For the first 12 months this corresponds to 80% of the reference pay, including any monthly additional pay accrual (13th month pay, bonuses, etc), up to the following **ceilings**:

1st ceiling

Gross monthly pay **up to €2.075,21** (2012: €2.014,77)

	2013	2012
Gross monthly allowance	€959,22	931,28
Monthly allowance net of social contributions (5.84%)	€903,20	876,79

2nd ceiling

Gross monthly pay **up to €2.075,21** (2012: €2.014,77)

	2013	2012
Gross monthly allowance	€1.152,90	1.119,32
Monthly allowance net of social contributions (5.84%)	€1.085,57	1.053,84

From the 13th month, the mobility allowance is reduced by **20%** but the **5.84%** social security tax withheld is no longer applied. The allowance payable therefore corresponds to **80% of the gross monthly allowance**, specified as the ceilings contained in the above tables.

Note that the ceiling taken as a reference for paying the mobility allowance in subsequent years is that **effective on the date of firing**. It is therefore not subject to subsequent annual adjustments in accordance with the ISTAT variation index (as is the case with redundancy), when the worker is entitled to ordinary or extended mobility compensation.

ASpl ALLOWANCE (UNEMPLOYMENT)

Addressees of the new legislation on protection against unemployment are all employees excluding agricultural employees. Compared to the previous set of laws, apprentices, artists and cooperative worker members have been included.

Requirements to be entitled to ASpl are:

Being unemployed, owning a 2-year insurance or owning the accomplishment of at least one contribution against unemployment status (or ASpl) further to the two-year's period prior to the first following day of the loss of the job.

Allowance measures

Art. 2 law 92/2012 clearly identifies the individuation of the wage to be taken into consideration in order to calculate the ASpl allowance amounts due. Paragraph 6 actually decrees that *"the allowance shall be related to the last two years' wage taxable for social security purposes, including continuous and non-continuous elements and additional monthly pays, divided for the number of weeks of contribution and multiplied by 4,33"*.

The allowance equals to 75% of the average monthly pay pertaining to the above mentioned two-year's period up to € 1.180 wage ceiling; over € 1.180 wage ceiling, a 25% on the surplus will be added. The amount to be paid shall not be in any case higher than the maximum "high" limit of the redundancy fund allowance. In 2013 such ceiling has been set at € 1.152,90.

The estimated duration for ASpl is 8 months for subjects below 50 years of age and 12 months for subjects aged 50 years or over, with a 15% curtailment of the allowance as above described after the first semester.

Mini ASpl 2012

Inps will effect an unemployment allowance "mini ASpl 2012" which, for the right, refers to the legislation on unemployment allowance with curtailed requirements and, for the measure, to the set of laws referring to the mini ASpl. In 2013, however, those who accomplished to reach the minimum requirement for allowance access with curtailed requirements in 2012 are entitled to the mini ASpl, therefore not considering the unemployment status when submitting the application. The allowance is equal to max. € 931,28 up to a gross monthly pay of € 2.014,77 and to max. € 1.119,32 over the above mentioned retribution limit.

Both allowances are not subject to the 5,84% social security tax.



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