

# LABOUR AND WORKPLACE SAFETY DIRECTORATE

## Business services and activities



**Director: Pierantonio Poy**



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## Trade Union Relations Area for Trade Tourism and Services

### Person in Charge - Roberta Rossetti

Provides **consultancy and assistance** concerning:

- local and national trade union relations and relations with the Ministry of Labour
- individual dispute management and settlement for employees, managers, agents and sales representatives
- disciplinary procedures
- mobility procedures (redundancies - outplacement)
- ordinary, extraordinary and exceptional temporary redundancy funds
- income support funds
- solidarity contracts
- company pension schemes
- company welfare negotiations and productivity payments
- business transfer procedures
- change of contractor in Collective Catering, Cleaning and Multi-services
- video surveillance and inspections
- arbitration for directors
- on-going and coordinated collaboration contracts for call centres, non-telephony services and services provided by telephone operators
- Tourism collective labour agreements

Provides **training** courses and seminars to local organisations, trade associations and businesses.

Together with the **Management**, the **Area Manager** is a permanent member of the **National Trade Union Commission at Confcommercio** and the **National Collective Labour Bargaining**

**Commissions** (Services, Services Managers, Tourism, Cleaning/Multi-services, and Sports Facilities) as well as the national boards for the development of trade union labour relations (Agreements concerning Apprenticeships, Bilateral Agreements, collective labour contract management agreements following changes in labour legislation, etc.).



## Labour Area

Person in charge - Paolo Pagaria

Provides direct and telephone **consultancy** concerning:

- wage labour relations (employees and managers) and agency and representation relations (AEC agents' association)
- interpretation of laws, administrative orders and EU regulations
- interpretation of collective labour agreements in the Tertiary and other sectors

Deals with topics covering:

- the Labour market (apprenticeships, concessional recruitment, fixed-term contracts, part time work, on-call work, teleworking, smart working)
- obligatory recruitment of disabled persons (agreements, exemptions, suspensions)
- staff administration (administrative provisions of INPS, INAIL, Inland Revenue and Ministry of Labour)
- taxation laws for salaried employees
- staff management (establishment of employment relationships, disciplinary measures, termination of the employment relationship)

Manages **information** to associations and businesses through:

- the *newsletter* "Lavoronews"
- the updating of the "Labour Area" of the Union website
- the "Labour" section of the on-line monthly journal "L'Informatore"
- production of thematic guides and information leaflets

Provides **training** courses and seminars to local organisations, trade associations and businesses.

**Here we help businesses and safeguard their interests with our institutional activities before the** Regional Committee for Labour Policies and Training • the Regional Funds Committee for employment of the disabled • the Provincial Committee for Labour Policies and Training • the Local Immigration Council • the Smart Working Day Committee • the Permanent Centre for the culture of prevention in workplaces and life



## Safety at work

Person in charge (interim) – Pierantonio Poy

In cooperation with other Directorates/Bodies of Unione Confcommercio, the Directorate provides **assistance and consultancy** concerning safety at work.

It deals with topics concerning:

- Italian Legislative Decree no. 81 of 9 April 2008 and amendments;
- the requirements that must be met by the employer in order to adopt all prevention and protection measures to ensure health and safety in the workplace;
- mandatory training for workers, managers and persons in charge as required by D.Lgs. 81/08 and the State-Region Agreement of 21 December 2011 and amendments;
- the methods and procedures for electing the Workers' Safety Representatives;
- information on new regulations, opinions requested by the Commission concerning health and safety issues raised by the Ministry of Labour and the circular letters released by the Lombardy Region and the ATS.

It participates in the round tables and technical groups established by the Lombardy Region to study issues concerning work-related stress, biomechanical overload of upper limbs, etc.

**This Directorate is a member of the committee “Organi paritetici provinciali” within the “Enti Bilaterali” competent for Services and Tourism**

**Bilateral Bodies Area**  
Person in charge – Daniela Reversi



On behalf of Unione Confcommercio, it oversees the system of **bilateral bodies laid down in the Services and Tourism sector collective labour agreements**.

Bilateral Bodies are established with the purpose of promoting and managing initiatives supporting businesses and workers in the field of the labour market, flexible working hours, monitoring of types of contracts, vocational training and qualifications, health and safety, settlement of individual and group disputes.

They offer income support to workers, grants for enrolling children in public and private nurseries; grants for purchasing school books for children enrolled in primary and secondary school, study grants. They work on specific initiatives to support businesses.

**This Directorate participates in the management of the Bilateral Bodies in the Services, public establishments, hotels and travel agencies sectors**