

LP ADVISORY

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IN THIS EDITION

1. The Welfare Agreement for executives in the tertiary sector

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The Welfare Agreement for executives in the tertiary sector

To all the customers

The agreement dated 12 April 2023 between Confcommercio and Manageritalia introduced, exclusively for the years 2024 and 2025, a compulsory minimum welfare credit of Euro 1,000 per year which can be used by executives via the CFMT welfare platform.

Purpose and access to CFMT services

The activation of the CFMT platform will be effective from January 2024 at no additional cost for companies.

Interested executives will be given access to the welfare credit as of 15 January of each year, exclusively within the scope of the following services:

- supplementary pension payments to the Mario Negri Fund;
- activation of prevention packages for family members, through selected healthcare facilities affiliated with the Fasdac Health Care Fund and listed on the CFMT platform;
- purchase of supplementary healthcare coverage at Fasdac for executives and family members through the Carlo De Lellis Healthcare Fund;
- purchase of training courses for family members, including those who do not live in the same household.

For each allocation of welfare credit, according to the choice made by the executive (for one or more of the services foreseen), the CFMT welfare platform shall inform the company of the method of payment to the chosen institution (Mario Negri, Cassa De Lellis, Fasdac and CFMT affiliated healthcare facility, training course provider).

Welfare credit for executives

The welfare credit is available to all executives with open-ended, fixed-term or part-time contracts.

In the event of a recruitment of an executive during the year, whether with an open-ended or fixed-term contract, the welfare credit will be calculated in twelfths, based on the months of service in the relevant year.

For the purposes of calculating the monthly payment due, the fraction equal to or greater than fifteen (15) days shall be considered a full month.

The period covered by the indemnity in lieu of notice shall not entail the allocation of welfare credit for the relevant monthly payments.

Should an executive, as a result of a new employment, return to service during the year, the credit shall be allocated on a pro rata basis, according to the date of recruitment.

In the event of termination of employment, for any reason whatsoever, during the course of the year, the executive who has not yet spent all or part of his/her credit shall no longer be entitled to spend it; conversely, if he/she has spent the full amount, the company shall not be entitled to recover the part of credit related to the service not performed within the year.

Rules for credit management

Companies will bear no administrative burden, as the contractual welfare credit will be automatically entered into the CFMT platform from 1 January each year for each executive in force, who will then be able to start spending it from 15 January onwards.

The payment of the requested service by the company shall be shown on the executive's pay slip according to the relevant regulations.

Executives may choose the allocation of the welfare credit for the entire year 2024 and 2025.

In the event that an executive, at the end of 2024, has not spent all or part of the welfare contribution provided for by the National Collective Labor Agreement, he/she may choose whether to defer the credit to the following year or to allocate it to the Mario Negri Fund.

If no communication is given on the destination of the residual welfare amount within 31 December 2024, the same will be recredited in 2025.

If, upon termination of employment, the executive has not fully spent the credit, the residual credit will be cancelled.

At 31.12.2025, in the absence of any agreement between the company and the executive and/or any other communication received from the latter, the residual credit will be allocated to the Mario Negri Fund.

Increase of welfare credit

By means of a specific company regulation, the employer may also allocate additional amounts on the CFMT platform higher than the minimum amounts set forth by the National Collective Labor Agreement. The additional welfare credit may be enjoyed by executives by selecting contractual welfare services from those available on the CFMT platform.

Furthermore, within the framework of company welfare policies and again in addition to the contractual minimum welfare credit, companies may offer the additional welfare services referred to in art. 51, par. 2 of the Consolidated Income Tax Act or TUIR (mainly, travel and leisure, local public transport subscriptions for employees and family members, and education-related fees and services for family members).

Allocation of welfare credit to supplementary pensions (Mario Negri Fund)

Executives may allocate all or part of their welfare credit to the Mario Negri Fund up to a maximum sum of Euro 5,000 per year and subject to a 2% deduction. A 10% INPS solidarity contribution to be borne by the employer is due on the amounts contributed.

Allocation of welfare credit to integrative health care

Executives may allocate all or part of their welfare credit to a healthcare facility affiliated with Fasdac and present on the platform and/or to the Carlo de Lellis Healthcare Fund.

Should the latter be chosen, considering that the LTC (long term care) premium included in the contractual payments to Fasdac is currently equal to Euro 206.60, the tax deductibility limit for the executive amounts to Euro 532.49.

Our Firm remains at your disposal for any further clarifications or needs as well as for the drafting of supplementary welfare plans.

Milan, 9th January 2024



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