

# Relaunch Decree

*Excerpt for FBK*

## **COVID-19 special parental leave and "baby-sitter bonus" (article 72).**

The number of days granted under the special leave for the parents of children aged 12 and over has been increased to 30 total (thus adding an additional 15 days to the 15 initially provided for by article 23 of the "Cura Italia" Decree) to be used by 31 July 2020.

When using the special parental leave, the parent will receive a salary pay rate equal to 50% of his/her regular pay; the leave period will be covered by notional contributions.

For workers with children over 12 years of age but under 16 years of age, the Relaunch Decree confirms the right to unpaid leave during the period of suspension of educational services in schools of all levels.

Unpaid leave is allowed provided that the other parent in the household is not benefiting from income support allowances due to suspension or termination of his/her employment or if unemployed or A stay-at-home parent.

The so-called Relaunch Decree has extended the right to take leave to the parents of children under the age of 16. Therefore, parents of children up to 12 years of age will be entitled to:

- 30 days of special parental leave paid at 50% of their regular pay rate;
- once the paid leave has been exhausted, use unpaid leave for the entire period of suspension of educational services.

As for the so-called "babysitter bonus", which can be used as an alternative to the above leave options, the amount has been raised to 1,200 euros (from which the bonus already used must be deducted).

The bonus can also be used for enrollment in summer camps, supplementary childcare services, local socio-educational services, centers with educational and recreational functions and supplementary or innovative services for early childhood.

Households already receiving the day care bonus are not eligible for this benefit.

## **Extension of the additional leave pursuant to article 33, Act 104 of February 5, 1992 (article 73)**

For the months of May and June 2020, an additional 12 days of paid leave covered by notional contributions are provided for pursuant to article 33, paragraph 3, of Act No. 104 of February 5, 1992.

The days of leave mentioned above, can be combined with the 3 monthly days usable pursuant to article 33 of Act 104/1992.

Therefore, from May 1 to June 30, entitled workers will have a total of 18 days of leave (3 for each month plus 12 additional days in the two months).

### **Agile work (Article 90)**

Under the Relaunch Decree workers have the right to agile/smart working for parents with at least one child under 14 provided that the other parent is a recipient of income support or a stay-at-home parent.

A written agreement between employer and worker is not required.

However, the employee's obligations in terms of information on safety and on the mandatory communication to the Ministry in relation to the activation of smart working remain unchanged.

The request for agile work may be denied if it is incompatible with the characteristics of the worker's duties (e.g. warehouse workers, maintenance workers, etc.).

It also reiterates the possibility of extending agile work in simplified forms (i.e. without individual agreement between the parties) for the duration of the emergency and in any case not beyond December 31, 2020.

In addition to the measures adopted by the Government as set out above, please be reminded that the Foundation has acted preemptively by preparing a [Premises Reopening Plan](#) shared by the Foundation's President by email on April 28, 2020.