

Below, you will find a chart comparing parental leave benefits of Foundations' employees, under the Collective Bargaining Agreement for Foundations, and Italian regulations applying for private sector workers.

	Provincial Collective Bargaining Agreement (CCPL) for Foundations	LEGISLATIVE DECREE 151/2001 ⁱ
DURATION OF LEAVE	10 or 11 months total between both parents (art. 42, paragraph 9 CCPL)	10 or 11 months total between both parents (art. 32, paragraphs 1 and 2, leg. decree 151/2001) ⁱⁱ
LESS THAN 15 MONTHS	<ul style="list-style-type: none"> - first month: 100% (art. 42, paragraph 9, CCPL) (vacation not accrued/Christmas bonus/Summer bonus are not paid) - remaining period (9 or 10 months): 30% pay, with total coverage of social security benefits (art. 42, paragraph 9 CCPL) 	<ul style="list-style-type: none"> - 6 months: 30% (art. 34, paragraph 1, legislative decree 151/2001). Are covered by notional benefits (art. 35, paragraph 1, leg. decree 151/2001) ⁱⁱⁱ. - further months (max 4 or 5 months total between both parents), covered by notional benefits (art. 35, paragraph 2, leg. Decree 151/2001) and additionally, by a 30% compensation, if the income of the parent applying for maternity/paternity leave is 2,5 times lower than the amount for minimum retirement. For example, for 2009: income lower than € 14.401,40 (art. 34, paragraph 2, leg. decree 151/2001). <i>See column above.</i>
15 MONTHS TO THREE YEARS	<ul style="list-style-type: none"> - first month: 100% (art. 42, paragraph 13, CCPL) 	<ul style="list-style-type: none"> - remaining months not used within child's three years of life (max. 9 or 10 months total between both parents), covered by notional benefits (art. 35, paragraph 2, leg. decree 151/2001) and additionally, by a 30% compensation, if the income of the parent applying for maternity/paternity leave is 2,5 times lower than the amount for minimum retirement <p>. For example, for 2009: income lower than € 14.401,40 (art. 34, paragraph 2, leg. decree 151/2001).</p>
FROM 3 YEARS TO 8 YEARS	<ul style="list-style-type: none"> - first month: 100% (art. 42, paragraph 13, CCPL) 	<ul style="list-style-type: none"> - remaining months not used within child's three years of life (max. 9 or 10 months total between both parents), covered by notional benefits (art. 35, paragraph 2, leg. decree 151/2001) and additionally, by a 30% compensation, if the income of the parent applying for maternity/paternity leave is 2,5 times lower than the amount for minimum retirement <p>. For example, for 2009: income lower than € 14.401,40 (art. 34, paragraph 2, leg. decree 151/2001).</p>

ⁱ Periods of parental leave shall be counted towards seniority, excluding the effects in terms of vacation and Christmas bonuses (Article 34, paragraph 5, Legislative Decree 151/2001).

ⁱⁱ Parental leave: both parents may, within the child's first eight years of life, take time off work for a maximum period of ten months. Employed mothers are eligible for a period, continuous or divided, not exceeding six months; employed fathers are eligible for six months that may be extended to seven, provided that he takes off a period, even if not continuous, not shorter than three months. Anyhow, the total period between both parents shall not exceed eleven months.

ⁱⁱⁱ Nominal benefits: these are "fictitious" benefits that are recognized to ensured individuals for periods during which there is no working activity and consequently no mandatory benefits have been paid. They are useful for the purposes of accruing time towards retirement and of raising such amount.

3) CHILD ILLNESS

UP TO CHILD'S THREE YEARS OF LIFE	REFERENCE LEG. DECREE 151/2001	Unlimited, unpaid	
FROM CHILD'S TO YEARS OF LIFE	3 8 REFERENCE LEG. DECREE 151/2001	5 unpaid working days per annum – for each child's year of life, for each parent	

	Provincial Collective Bargaining Agreement for (CCPL) Foundations	LEG. DECREE 151/2001	
4) UNPAID LEAVE OF ABSENCE (maternity related) – without payment of social security benefits			
	Within the child's first three years of life, foundations can recognize a period of unpaid leave up to a maximum of 10 months, divisible, compatibly with its organizational and production requirements (Art. 42 c.11)	//	