

Expo2015 Milan Brief notes on: supply contracts

Brief notes on: supply contracts The supply contract must be in written form. A worker is hired by the supplier (authorised employment agency) which compensates for activities performed (duties) for the user (company). Workers are given a salary and conditions not less than that of employees at the same level of the business, including the right to make use of social and welfare services, with some exclusions, and union rights.

The agency must pay the worker and fulfil its tax obligations, while the business is responsible for reimbursing these costs for the worker as well as the agency fees. Upon termination of the supply contract, the business may employ the worker.

A supply contract may be on a temporary or permanent basis.

In the first case, the recent introduction of Legislative Decree 34/2014 states that it is not necessary, as with other types of contracts, to specify the object of the supply contract. This innovative provision allows the use of fixed-term supply contracts in a wide range of situations, characterised by the shortness of time the business may need to use workers while always working within the limits laid down by the National Labour Agreement (CCNL). Permanent supply contracts are applicable only for those businesses or activities allowed by law or by in accordance with National or Company Labour Agreements.

The Law Firm has gained recognised expertise in labour law, assisting employers and employees in litigation and other legal matters.