



Alert | **Labour**

Covid-19: smart working's extensions
after the conversion of the «Reopening
Decree 2022»

Smart working's extensions

The conversion into law (Law. no. 52/2022) of the so-called «Reopening Decree 2022» (Law Decree no. 24/2022) extended the possibility to perform working activity as «smart workers» for some employees.

Until 30 June 2022

- **fragile employees, public and private, immune-compromised, oncological patients or severely disabled** (also by assigning them to different tasks related to their category or level, and to specific professional's training activities, even remotely);
- **Parents who are private employees** with at least one severely **disabled child** or child with **special educational needs**, provided that there is no other "non-working" parent and that the relevant work activity does not require physical presence.

Until 31 July 2022

- **employees who are most exposed to the risk of Covid-19 infection**, due to age or risk condition resulting from immunodepression, oncological diseases, life-saving therapies or comorbidity ascertained by the competent physician, provided that the smart working is compatible with tasks to be performed;
- **Parents who are private employees** with at least one **child under the age of 14**, provided that the smart working is compatible with the tasks to be performed and that there is no other parent who is a beneficiary of income support instruments due to suspension/termination of work or "non-worker".

Until 31 August 2022

In the private sector, it will be still possible to use the so-called "simplified" smart working, with simplified information burdens and in lack of the individual agreement between employer and employee, which is instead required under ordinary regulation.



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Key contacts Employment & Benefits

Luca Failla

Partner | Head of Employment and Benefit
lufailla@deloitte.it

Alessandra Maniglio

Partner
amaniglio@deloitte.it

Andrea Bonanni Caione

Of counsel
abonannicaione@deloitte.it

Alessandro Meneghin

Lawyer
ameneghin@deloitte.it

Ivana Azzollini

Partner
iazzollini@deloitte.it

Pietro Venerando

Partner
pvenerando@deloitte.it

Marika Curcuruto

Manager
mcurcuruto@deloitte.it

Federica Bernasconi

Lawyer
fbernasconi@deloitte.it

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