

**E B EBT**  
**T**  **ENTE BILATERALE COMMERCIO E SERVIZI  
FRIULI VENEZIA GIULIA**



**EBTUR**  
**ENTE BILATERALE TURISMO FVG**



**BILATERAL BODIES FOR THE TERTIARY SECTOR AND TOURISM**

**TRAINING**

**WORKPLACE SAFETY**

**HEALTH PROTECTION**


**SUSTAINABLE MOBILITY**

**PARENTAL SUPPORT**

**PERSONAL WELL-BEING**

**TECHNOLOGICAL INNOVATION**





## THE FVG BILATERAL BODIES



# Who we are

The Bilateral Bodies for the Tertiary Sector (EBT) and Tourism (EBTUR) are non-profit organisations jointly established by the employers' association Concommercio FVG and the Regional Trade Union Organisations Filcams-CGIL, Fisascac-CISL and Uiltucs-UIL.

Members include companies and employees operating in the tertiary and tourism sectors within the Friuli Venezia Giulia Region.

### SOCIAL PARTNERS

CONCOMMERCIO IMPRESE PER L'ITALIA Friuli Venezia Giulia  
FILCAMS-CGIL Friuli Venezia Giulia  
FISASCAT-CISL Friuli Venezia Giulia  
UILTUCS-UIL Friuli Venezia Giulia

### BOARD OF DIRECTORS

President	FABIO PILLON	Concommercio Pordenone
Vice President	ADRIANO GIACOMAZZI	Fisascac – Cisl
Board Member	MARIKA BAIO	Filcams – Cgil
Board Member	MATTEO CALABRÒ	Uiltucs – Uil
Board Member	GUERRINO LANCI	Concommercio Trieste
Board Member	RENATA LIRUSSI	Concommercio Udine

# What we do

The Bilateral Bodies for the Tertiary Sector (EBT) and Tourism (EBTUR) of Friuli Venezia Giulia carry out the activities provided for by collective bargaining agreements in relation to employment, the labour market, vocational training and professional development.

They are entrusted with responsibilities concerning:

- active labour market policies
- vocational training and professional qualification
- health and safety at work
- welfare and income support measures for employees

# How to join

No specific application form is required.

Companies may join by paying the contribution to the relevant Provincial Committee of the FVG Bilateral Body, based on the company's registered office, by bank transfer or F24 tax form, specifying:

- reference period of payment
- number of employees
- total gross salary amount

## COMMERCE SECTOR

Employer contribution: 0.10%

Employee contribution: 0.05%

Calculated on basic pay and cost-of-living allowance for 14 monthly payments.

## TOURISM SECTOR

Employer contribution: 0.20%

Employee contribution: 0.20%

Calculated on basic pay and cost-of-living allowance for 14 monthly payments.



# SUPPORT MEASURES FOR EMPLOYEES

## 1. TRAINING AND EDUCATION

- Support for professional training courses and university tuition fees.

## 2. HEALTH PROTECTION

- Extraordinary financial assistance in cases of long-term illness.

## 3. PARENTAL AND FAMILY SUPPORT

- Contributions for childcare services, elderly care, school textbooks and funeral expenses.

## 4. SUSTAINABLE MOBILITY

- Reimbursement of public transport season tickets.

## 5. PERSONAL WELL-BEING

- Support for sports and cultural activities and events.



## ELIGIBLE EXPENSE PERIOD 1 JANUARY – 31 DECEMBER

A maximum of 2 applications per year may be submitted, for up to 2 benefit categories, with an overall reimbursement ceiling of €300.00.

Exception: the “Extraordinary Sickness Support” under Line 2 “Health”, which has a higher ceiling.

A separate application must be submitted for each benefit.

Applications are processed in chronological order.

The same expense document cannot be submitted for more than one reimbursement request.

Invoices and related payments must be issued and completed by 31 December.

## 1. TRAINING

### PARTICIPATION IN TRAINING COURSES

Contribution towards expenses incurred by employees for attending training courses, where the cost is directly borne by the employee.

Eligible beneficiaries: employees.

Annual reimbursement: 50% of the expenses incurred, up to a maximum of €200.00 (minimum eligible expense: €50.00).

### UNIVERSITY TUITION FEES

Contribution towards university tuition fees for employees or their dependent children, relating to the academic year ongoing at the time the call is published.

Eligible beneficiaries: employees and/or their dependent children.

Annual reimbursement: 100% of expenses incurred, up to a maximum of €200.00.



## 2. HEALTH

### EXTRAORDINARY SICKNESS SUPPORT

One-off financial support intended to mitigate the impact of long-term illness.

The contribution applies from the day following the end of entitlement to income supplementation from INPS and/or the employer.

Eligible beneficiaries: employees.

Amount: €100.00 per week, up to a maximum of €2,400.00 per year, proportionally reduced in the case of part-time employment.



## 3. CAREGIVING

### TAL AND FAMILY SUPPORT

Reimbursement of expenses for childcare, supervision and parental services (e.g. nurseries, after-school care, summer camps, babysitting) or for care of parents (e.g. elderly care, nursing homes, physiotherapy for elderly or disabled persons, nursing services, caregivers).

Canteen services provided by facilities are excluded.

Reimbursement of funeral expenses in the event of death of first-degree relatives.

Reimbursement for the purchase of secondary school textbooks (years 3, 4 and 5), excluding loaned textbooks, redeemed loaned textbooks, dictionaries, atlases and book covers.

Eligible beneficiaries: dependent children or first-degree relatives of employees.

Annual reimbursement: 50% of expenses incurred, up to €300.00 (minimum eligible expense: €50.00).



## 4. SUSTAINABLE MOBILITY

### PUBLIC TRANSPORT CONTRIBUTION

Reimbursement for public transport season tickets for employees or their dependent children (e.g. school transport).

Eligible beneficiaries: employees and/or dependent children.

Annual reimbursement: 50% of expenses incurred, up to €200.00 (minimum eligible expense: €50.00).



## 5. PERSONAL WELL-BEING

### MONTHLY SPORTS MEMBERSHIPS

Reimbursement of:

- sports monthly membership (e.g. gym, swimming, fitness classes)
- single sports events (e.g. match tickets)
- sports season tickets
- single cultural events (e.g. theatre tickets, concerts)
- cultural season tickets (e.g. theatre or cinema subscriptions)

Reimbursements must be strictly personal and issued in the employee's name.

Only one subscription or event per employee is eligible.

Online services (e.g. streaming TV services, on-demand services, e-books) are excluded.

Eligible beneficiaries: employees.

Annual reimbursement: 50% of expenses incurred, up to €200.00 (minimum eligible expense: €50.00).





# CONTRIBUTIONS FOR COMPANIES

## 1. TRAINING

- Compulsory and continuing training for employees and business owners

## 2. SAFETY

- Workplace safety compliance, including risk assessment consultancy, HACCP support and occupational health examinations
- Purchase of workwear and personal protective equipment (PPE)

## 3. TECHNOLOGICAL INNOVATION

- Including consultancy and investment in digital platforms, corporate welfare systems and cyber security



### **MAXIMUM REIMBURSEMENT AMOUNT (ALL INTERVENTION LINES)**

€ 500.00 for companies  
with up to 15 employees (per provincial local unit)

€ 1,000.00 for companies  
with 16 to 50 employees

€ 2,000.00 for companies  
with more than 50 employees

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For companies with up to 5 employees,  
the reimbursement may cover up to 100% of  
eligible expenses.

### **ELIGIBLE EXPENSE PERIOD 1 JANUARY – 31 DECEMBER**

**A maximum of 2 applications per year may be  
submitted, for up to 2 benefit categories.**

**A separate application must be submitted for each  
benefit.**

**Applications are processed in chronological order.**

The same expense document cannot be submitted for  
more than one reimbursement request.

Invoices and related payments must be issued and  
completed by 31 December.



## GENERAL CONDITIONS FOR COMPANIES

Eligible beneficiaries are companies:

- with registered office or local units in Friuli Venezia Giulia;
- that have regularly paid contributions to the FVG Territorial Bilateral Body in the percentages required for the tertiary sector in the previous three months;
- that apply the relevant National Collective Labour Agreement (CCNL) for the Tertiary or Tourism sectors signed by Confcommercio or its federations and by the employees' trade unions;
- that comply with all health and safety requirements under current legislation.

## 1. TRAINING

### PARTICIPATION IN COMPULSORY AND CONTINUING TRAINING COURSES FOR EMPLOYEES, BUSINESS OWNERS AND PARTNERS

Reimbursement of 50% of expenses incurred.

The contribution is granted exclusively for courses organised by:

- Technical Assistance Centres established by nationally recognised trade associations and/or
- Training Bodies accredited at regional level.



## 2. SAFETY

### WORKPLACE SAFETY AND HACCP CONSULTANCY

Reimbursement of costs for consultancy and assistance concerning risk assessment in accordance with Legislative Decree 81/2008 and HACCP regulations, or other national or European current legislation.

Annual contribution: 50% of expenses incurred.

### COMPANY MEDICAL EXAMINATIONS

Reimbursement of costs for medical examinations carried out by the appointed occupational physician, in compliance with current legislation.

Maximum reimbursement: €50.00 per medical examination.

### WORKWEAR PERSONAL PROTECTIVE EQUIPMENT (PPE)

Reimbursement for purchase of work uniforms or Personal Protective Equipment.

Maximum reimbursement: €50.00 per employee.

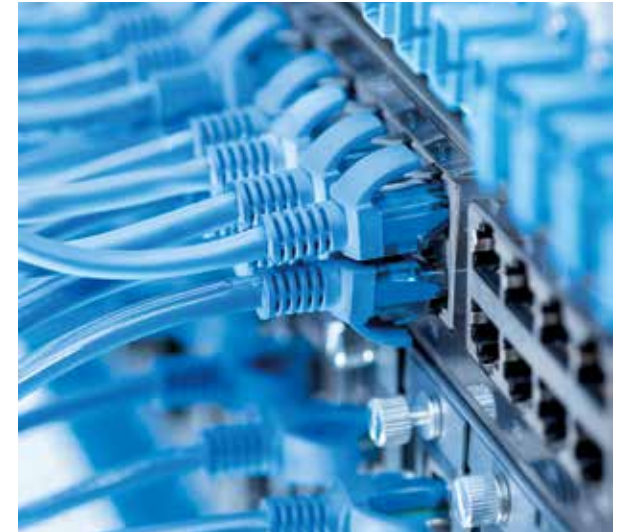


## 3. TECHNOLOGICAL INNOVATION

### CONSULTANCY AND INVESTMENT IN DIGITAL PLATFORMS, CORPORATE WELFARE SYSTEMS AND CYBER SECURITY

Reimbursement for consultancy, design, customisation and purchase (including subscription-based) of company platforms or software, with particular reference to corporate welfare platforms and cyber security.

Reimbursement: 50% of expenses incurred.



# Fill the form and submit your application!



Visit [www.ebt.fvg.it](http://www.ebt.fvg.it) for application deadlines  
and detailed information  
on eligible expenses and procedures.

Applications are processed  
in chronological order.

The application form is the same  
for all territories (GO-PN-TS-UD).

## Territorial Offices

Territorial offices are located at the local Confcommercio offices in Gorizia,  
Pordenone, Trieste, and Udine.

### TRIESTE

Via Mazzini, 22 - 34100  
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### UDINE

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### PORDENONE

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### GORIZIA

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# ENTI BILATERALI FVG

A team of professionals  
always at your side  
to support all your needs

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