

Emilio / Eugenio
PELOSI
STUDIO LEGALE

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Via Arnolfo, 32
50121 Firenze
Tel. +39 055 575711
Fax +39 055 574045
mail.firenze@studio-pelosi.it
www.studio-pelosi.it



THE STUDY

Studio Legale Pelosi has been working in labour law.

The firm opened in Florence in 1960. It was first led by Emilio Pelosi who took over from his father, Eugenio Pelosi, who had founded the Firm as a law practice in Cesena, on February 18, 1927. With Emilio Pelosi and his son Eugenio, who joined him in 1996, the Firm gradually oriented its services towards businesses and other economic operators, mainly for Labour Law, Trade Union Law and Social Security Law issues.

Today the lawyers and collaborators of the Law Firm, who are members of qualified professional associations, offer constantly updated advice and share with clients the decisions made in their best interest.

The added value of the Law Firm's professionals lies in their constant availability and in their ability to readily intervene to provide promptly all answers and solutions requested.

To ensure high-quality legal advice in labour and social security law means, first of all, to invest in training: to this end the Law Firm plans opportunities for discussion and updating, to ensure concrete professional growth.

With a view to sharing "conscious" decisions, the Law Firm promotes regular training opportunities to its Business Clients, providing the latter with the tools required to create a better synergy with their consultants.

Following the death of counsel Emilio Pelosi, the Firm promoted, together with AGI - Italian Labour Lawyers (www.giustavoristi.it), a Degree Prize in his memory. The Prize is designed for Labour Law graduates defending a dissertation on Trade Union Law.

ASSOCIATIONS

The lawyers and collaborators of Studio Legale Pelosi are members of important Italian and international professional associations, that allow them working in a network of qualified specialised professionals.

Consortium Forense: Emilio Pelosi is one of the founders of "Consortium Forense 1960" , a free network of lawyers throughout Italy and in major European cities which is designed to facilitate the professional activity of each member lawyer outside his jurisdiction, in full compliance with its rules and in accordance with the principles of mutual solidarity, fairness, and loyal cooperation.

AGI: Since 2008 Eugenio Pelosi and the other professionals of Studio Legale Pelosi have been members of Associazione Giuslavoristi Italiani (AGI), which was founded in 2002 and has become a specialized association recognized by Avvocatura Italiana [Italian Attorneys Attorneys Body]. AGI brings together lawyers active in Labour Law, Trade Union Law and Social Security Law, fostering their training and constant expert updating.

EELA: Since 2009 Eugenio Pelosi and the other professionals of Studio Legale Pelosi have been members of the European Employment Lawyers Association, which was founded in 1996, funded by the European Commission, to promote the study of Labour Law, Trade Union Law and Social Security Law within EU Member States, organising also study and research seminars.

QUALITY

To be able to offer our clients an efficient and accurate service, maintaining professional quality always at its highest level, our activities need to be suitably organized. Hence, as from 2004, Studio Pelosi has been recording all of its internal procedures, thus obtaining the Quality Certificate **UNI EN ISO 9001:2008**.

ACTIVITIES

+ Labour Law

- Advice and assistance, even during litigation, concerning relationships between employers/employees and/or employers and authorities in charge of managing and/or supervising labour relations (INPS [National Social Security Institute], INAIL [Italian Workers' Compensation Authority], DPL [Provincial Labour Head Office], ...)
- Management of disciplinary procedures and application of disciplinary sanctions
- Reassignments, changes to corporate functions and to other terms and conditions of labour agreements
- Individual and collective dismissals

+ Organization

- Drafting of procedures
- Drafting of policies

+ Company transfers

- Due diligence processes concerning all aspects of labour law, agency contracts, trade union law and the application of taxes and contribution to wages
- Planning of labour law issues regarding M&As
- Restructurings
- Outsourcing
- Collective dismissals and CIGS [Redundancy Fund] and labour mobility procedures

+ Surplus staff management

- Collaboration with companies in the preparation of surplus staff management plans on the occasion of collective dismissal procedures

+ Trade Union Law

- Negotiations of corporate collective agreements
- Participation in trade union negotiations
- Assistance in the formulation of negotiating and management strategies
- Consultation and information procedures
- Labour and trade union legal matters regarding restructuring processes

+ Drafting of labour contracts

- Drafting of labour contracts for every category of workers: executives, managerial staff, employees, labourers in diverse fields and with diverse responsibilities
- Drafting of special clauses: non-competition covenants, confidentiality agreements, secrecy agreements, minimum term agreements, agreements preventing staff transfers and regulating employees' inventions
- Drafting of corporate disciplinary codes

+ Unemployment benefits

- Advice to companies in the negotiation of agreements with Trade Unions for the granting, by the competent authorities, of financial support to employees' income
- Collaboration with companies for the suspension of employees in cassa integrazione straordinaria (CIGo) [unemployment benefits], cassa integrazione straordinaria (CIGs) [extraordinary lay-off funds], Contratti di Solidarietà [Contracts reducing work hours and pay], ASpl [unemployment benefit scheme] and, since 1 January 2015, NASpl [new unemployment benefit scheme]