



"Green Pass" mandatory from 15 October 2021 to access all workplaces

Information for employees

The decree-law introducing the obligation is No. 127/2021 and has been in force since 23 September 2021; it is entitled "Urgent measures to ensure the safe performance of public and private work by extending the scope of COVID-19 passport and strengthening the screening system".

What are the penalties for a private sector worker who enters the workplace without a Green Pass?

As of 15 October, workers without the Green Pass are considered unexcused absent until the Green Pass is submitted and, in any case, no later than December 31, 2021 without disciplinary consequences and with the right to retain employment. No pay or other compensation or emolument, however named, shall be due for days of unexcused absence. Failure to do so, however, does not affect continued employment, which is insured. Finally, access to workplaces in violation of the Green Pass requirement will also result in a fine of between €600 and €1,500. Not excluding possible disciplinary consequences, in accordance with the sector's contractual provisions.

What are the penalties for an employer who fails to perform proper checks on workers' possession of a Green Pass?

Failure to check or adopt the organisational measures by 15 October 2021 will result in an administrative fine of between €400 and €1,000 for the employer, which will be doubled in the event of a repeated breach. Penalties can be imposed by the Prefect, who will use the police, the inspection staff of the local health authority (ATS) and the labour inspectorate (INL).

Who should verify that workers have a Green Pass?

The verification must be performed by the employer or a formally appointed delegate. The appointment must be complete with the necessary instructions for carrying out the verification activity. In the case of access to company premises by other workers for contracted activities, the inspection may be carried out by the client company or directly by the contractor.

Those who have not yet been vaccinated can do so in the next few weeks in order to have a Green Pass valid from 15 October 2021, or they can make regular use of swabs at pharmacies.

Cost of swabs?

The cost of the swabs (rapid antigen test) is borne entirely by the workers. Until 31 December there are reduced prices of €8 for minors and €15 for adults. It remains free for those who are exempt from vaccination by presenting the appropriate medical certification at the pharmacy.

Validity time of swabs and Green Pass ?

The Government has clarified that the validity period for molecular swabs (including salivary swabs) is 72 hours, while for antigenic tests it is 42 hours.

For those cured of Covid, the Green Pass is received immediately after the first dose of vaccine and not after 15 days.

The validity of the „Green Pass“ is extended to 1 year for those who contract the virus 14 days after the first dose and for anyone taking a double dose.