

COVID 19 : LATEST UPDATE NEW REGULATIONS

1

Paid holidays and working time reduction days (JRTT)

- If a **collective agreement** provides for it, the employer can either impose or modify the leave dates of **paid holidays** for up to 6 days and complying with a 1-day notice period.
- If it is **justified by the interest of the company with regards to economic difficulties faced due to the Covid-19 crisis**, the employer can impose or unilaterally modify the dates of **working time reduction days (JRTT)**, within the limit of 10 days. The employer must comply with a 1-day notice period.

Working time

For companies facing increased activity (i.e. those belonging to **sectors of activity that are particularly necessary for the Nation's safety and the continuity of economic and social life**, which are to be determined by decree):

- Working time can be raised to 12 hours daily or 60 hours weekly (or 48 hours weekly if working time is calculated over a period of 12 successive weeks or a period of 12 months);
- Daily rest time can be diminished to 9 hours.

The employer will have to inform both the CSE and the Labor administration (DIRECCTE). Weekly rest can also be granted in rotation (instead of being attributed on Sundays).

2

Legal additional allowance for sick leaves

3

- The regulation eliminates the existing conditions for benefiting from the **legal additional allowance** provided for in article L. 1226-1 of the Labor Code.
- Therefore, all employees (including home workers, seasonal employees, intermittent employees and temporary employee) who benefit from a specific work stoppage for childcare and those having a valid sick leave will be granted the legal additional allowance without any condition of seniority.

Participation and profit-sharing

Payments related to **participation and profit-sharing** must be maintained but the payment deadline is extended to December 31, 2020.

4

Unemployment rights

5

Unemployed people whose rights are coming to an end will see the period during which their unemployment allowance is paid to them extended (with a limit that will be determined by decree).