



Topic of the issue:

Work during Quarantine


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On 03.03.2020 we [published](#) advice on how to organize the workflow in connection with the coronavirus infection outbreak. We have updated the information in this alert, given the aggravated situation and adoption of the Law of Ukraine [No. 530-IX](#) "On Amendments to Some Legislative Acts of Ukraine Aimed at Preventing the emergence and spread of coronavirus disease (COVID-19)" (hereinafter – the "**Law**") by the Ukrainian Parliament on 17.03.2020.

Options for employers and employees

	Requirements	Employee's consent/application
 Remote or home-based work	<ul style="list-style-type: none">■ if not in conflict with the specifics of the employee's job responsibilities■ to be formalized by the employer's order upon employees' applications, if any■ addenda should be concluded to written labor agreements (if they exist and subject to the parties' agreement)	Not necessary*

Note:

This publication is not a legal advice and provides only general information about the most important legislation changes in Ukraine. In order to avoid any risks prior to making any decisions related to information contained in this publication, please, seek the legal advice.

	Requirements	Employee's consent/application
 <p>Shutdown</p>	<ul style="list-style-type: none"> ■ No work is actually carried out, but the employees retain earnings in the following amounts**: <ul style="list-style-type: none"> – at least 2/3 of the fixed salary – shutdown due to lack of work – average earnings – shutdown due to dangerous production situation ■ certificate of shutdown and the employer's order shall be issued 	Not necessary
 <p>Unpaid leave</p>	<ul style="list-style-type: none"> ■ upon employee's application ■ according to the Law, this leave may last till the end of the quarantine period and is not paid (either by the employer, or by the State) 	Necessary
 <p>Paid leave (if possible)</p>	<ul style="list-style-type: none"> ■ upon employee's application ■ if there are unused days of leaves** 	Necessary (during quarantine – out of Leave Schedule)

NB!

Should the **need arise to lay off part or all of the staff (par. 1 part 1 Art. 40 of the Labor Code)**, the employer is obliged**:

- **to consult with the trade union** (if any) at least 3 months in advance
- **to warn the employees** at least 2 months in advance
- **to notify the employment service of the lay-off**, if it is massive:
 - **10 or more employees within 1 month** – for enterprises with 20 to 100 employees
 - **10% or more employees within 1 month** – for enterprises with 101 to 300 employees

– **20 % or more employees within 3 months** – regardless of the number of employees

- **to make severance pays** in amounts not less than the average monthly salary

New guarantees for laid-off workers:

Unemployment benefits are appointed from the first day after the unemployed is registered with the employment service – after the entry into force of the relevant special legislation.

Take care of your health, wash your hands with soap, consult a doctor if necessary and, if possible, work remotely!

More information on the current situation from relevant practices can be found via the [link](#). Stay tuned to our [Twitter](#) channel.

** Only for the quarantine period set to prevent the spread of coronavirus disease (COVID-19)*

*** A collective bargaining agreement and/or individual labor agreements may provide higher guarantees compared to those established by legislation*