

Track Changes

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April 2020

COVID-19 Logbook: Romanian Legal Updates – Day 33-37 – 16th-21st April: Employment

Developments related to COVID-19 are occurring rapidly. Wolf Theiss will continue to distribute regular Client Alerts via email and publish up-to-date analysis on our website. A list of daily updated resources can be found here: <https://www.wolftheiss.com/covid19/>

For today's newsletter we shall analyze the measures adopted by the following:

- **Press release issued by the Ministry of Labor and Social Security** regarding the extension of the deadlines for the submission of necessary documents in order to obtain unemployment benefits;
- **Government Emergency Ordinance no. 49/2020** for the modification and completion of Government Emergency Ordinance no. 158/2005 regarding leave and social health insurance allowances, as well as for the regulation of certain social protection measures.

I. EMPLOYMENT

Press release issued by the Ministry of Labor and Social Security

- As per a press release issued by the Ministry of Labor and Social Security (<http://mmuncii.ro/j33/index.php/ro/comunicare/comunicate-de-presa/5886-cp-prelungire-termene-depunere-doc-indemniz-somaj-16042020>), a GEO amending GEO 30/2020 and GEO 32/2020 is in process of being published. As per the press release, the Government **extended the deadline** for requesting the **unemployment allowance** for March by 5 working days for **professionals defined by the Civil Code**.
- We will revert with details once the GEO is published.

Government Emergency Ordinance no. 49/2020

- The Government has approved an Emergency Ordinance which sets out regulations regarding the conditions and procedures for granting medical leave certificates and quarantine leave certificates in the COVID-19 context. Specifically, for **greater**

flexibility, the granting methodology and the duration of such certificates are established via orders of the Minister of Health. We note that similar rules were made public via official notes of the National Insurance House at the beginning of the pandemic situation: www.cnas.ro/post/type/local/comunicat-reglementari-privind-acordarea-concediului-medical-i-a-indemnizatiei-pentru-carantina.html.

- During the state of emergency, insured persons who are forbidden to continue their activities and who have been placed in institutionalized quarantine due to suspicion of COVID-19 infection, benefit from **quarantine leave and allowances**. These are granted for a certain period and based upon those documents provided by Order of the Minister of Health, depending on the evolution of the pandemic situation and irrespective of the type of quarantine or the location where the individual is placed in quarantine. The quarantine leave certificates are issued by the family doctors after the last day of the quarantine period, but not later than 30 calendar days from the end of the state of emergency.
- Also, the term within which the payment of health insurance allowances may be requested has been increased, from 90 days to 180 days, for the medical leave certificates granted during the state of emergency.
- The normative act as approved contains new rules regarding the issuance of **medical leave certificates for the care of a sick child** for persons having this right (parents, guardians). For instance, for the issuance of medical leave certificates including 91 days granted for the care of a sick child up to the age of 7, and in the case of a disabled child, for recurrent illnesses, up to the age of 18, as well as for a sick child with serious illnesses up to the age of 16, the opinion of a social security medical expert is no longer required.

Does your business need support in implementing a work from home policy? We are pleased to offer our online collaboration platform WT Space to support you during the current COVID-19 pandemic.

WT Space is a fully customizable, secure collaboration platform that requires no additional hardware or software. Whether you need to collaborate on documents, manage project tasks or communicate more efficiently, WT Space can help bring your team together. Please let us know if you have questions or wish to discuss pricing. space@wolftheiss.com

About WOLF THEISS

Wolf Theiss is one of the leading law firms in Central, Eastern and Southeastern Europe (CEE/SEE). We have built our reputation on a combination of unrivalled local knowledge and strong international capability. We opened our first office in Vienna over 60 years ago. Our team now brings together over 340 lawyers from a diverse range of backgrounds, working in offices in 13 countries throughout the CEE/SEE region.

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If you would like to know more about the topics covered in this memorandum or our services in general, please get in touch with your usual WOLF THEISS contact or with:

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