

May 2020

COVID-19 Logbook: Romanian Legal Updates – Day 67 – 20th May: 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 following legislation concerning the recently adopted alert status in Romania:

- **Law no. 59/2020** regarding the approval of Emergency Government Ordinance no. 30/2020 for the amendment and completion of certain normative acts, as well as for the establishment of measures in the field of social protection in the context of COVID-19;
- **Law no. 61/2020** regarding the approval of the Emergency Government Ordinance no. 41/2020 for the amendment and completion of Law no. 19/2020 regarding days off work for parents for the supervision of their children in case of temporary closure of the educational units.

I. EMPLOYMENT

Law 59/2020 and **Law 61/2020** amended several employment regulations as summarized below:

- On an exceptional basis, and due to the COVID-19 crisis, Law 19/2020 on days off work for parents in exceptional cases when educational institutions are closed will apply until the completion of the 2020 university year (second semester).
- **The provisions of this law do not apply** if one of the parents is under furlough/technical unemployment, nor if the other parent is unemployed or earning any revenue (except for people getting disability indemnity). Consequently, the application must be accompanied by an **affidavit** of the other parent, stating that they fulfil these conditions.
- Settlement of any amounts from the Guarantee Fund for the payment of wage receivables is to be made within a maximum of **15 days** from the submission of the documents by the employer.

- Meal tickets may be provided to the employees under furlough/technical unemployment for the entire duration of the state of emergency (apparently, retroactively).
- Some changes related to unemployment indemnities have also been approved.
- The rights related to childcare leave as provided by Emergency Ordinance 111/2010 will not be discontinued for the entire duration of the state of emergency, as well as for 30 days following the state of emergency (i.e. during the current state of alert period).
- Indemnity for individuals breaking quarantine/self-isolation will be discontinued.

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.

Authors:



Andreea Stan
Senior Associate
andreea.stan@wolftheiss.com
T: +40 21 3088 100

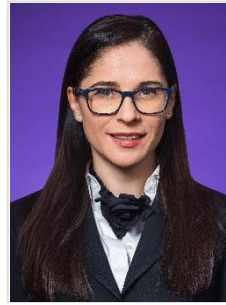


Ramona Enache
Associate
ramona.enache@wolftheiss.com
T: +40 21 3088 100

For more information about our services, please contact:



Bryan Jardine
Managing Partner
bryan.jardine@wolftheiss.com
T: +40 722 568 569



Ileana Glodeanu
Partner
ileana.glodeanu@wolftheiss.com
T: +40 729 155 382



Claudia Chiper
Partner
claudia.chiper@wolftheiss.com
T: +40 733 103 614



Ligia Cecilia Popescu
Partner
ligia.popescu@wolftheiss.com
T: +40 729 218 871



Anca Jurcovan
Partner
anca.jurcovan@wolftheiss.com
T: +40 736 887 888

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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:

Wolf Theiss
Schubertring 6
AT – 1010 Vienna

www.wolftheiss.com