

June 2020

## COVID-19 Logbook: Romanian Legal Updates – Days 82 – 94, 4<sup>th</sup> June – 15<sup>th</sup> June: General Interest/ Employment

*Wolf Theiss will continue to publish regular Client Alerts on legal topics related to COVID-19.*  
<https://www.wolftheiss.com/covid19/>

In today's newsletter, we will analyze the following legislation:

- **Government Decision no. 465/2020** on amending Government Decision no. 394/2020 concerning the national alert status;
- **Government Emergency Ordinance no. 97/2020** on implementing certain assistance rights and benefits in business areas that continue to fall under COVID-19 restrictions (**GEO 97/2020**);
- **Order no. 456/2020** on approving the Procedure on implementing support measures for employers and employees in context of the COVID-19 outbreak;
- **Order no. 1069/2020** for the amendment and completion of the Order no. 414/2020 regarding the quarantine measures in case of COVID-19.

### I. GENERAL INTEREST

**Government Decision no. 465/2020** relaxes some of the measures and restrictions implemented during the national alert status. The most relevant changes are:

- Individuals returning from countries that were not initially excepted from quarantine measures will be placed under house quarantine instead of institutionalized quarantine;
- Sporting & recreational outdoor activities are permitted only for groups smaller than six (6) individuals that are not family members. Such activities include, but are not limited to biking, hiking, jogging, hunting, fishing etc.;
- Public events are permitted indoors for groups of less than twenty (20) people and outdoors for groups smaller than fifty (50) people, in both cases with observance of social distancing recommendations.
- Outgoing flights will be resumed for countries that are exempt from quarantine / lockdown protocol;

- **Commercial activities are no longer restricted inside shopping centers and malls**, with the exception of restaurants, cafes, bars, playgrounds and cinemas which will continue to be closed until further notice;
- Indoor pools, gaming halls and playgrounds will remain closed;
- Healthcare, hairdressers, salons, gambling and hotel operators, as well as any other commercial agent with spaces open to the general public must adhere to hygiene standards and COVID-19 safety measures;
- Kindergartens, creches and after-school units may operate during the summer break, under the common guidelines to be issued jointly by the Ministries of Health, Education and Employment & Social Security.

## II. EMPLOYMENT

1. **GEO no. 97/2020** regarding certain social assistance rights and benefits in business areas that continue to fall under Covid-19 restrictions. Among the main measures are the following:

- The beneficiaries of the child care indemnity (up to the age of two, respectively 3 in case of a child with disability), as well as the beneficiaries of related leaves, engaged in business areas still impacted by restrictions imposed in the Covid-19 context, will continue to benefit of the indemnity by the lifting of the restrictions, but no later than 31 December 2020. In order to benefit from this measure, the employees falling under the scope of this benefit will need to obtain the written agreement of the employer for the extension of the childcare leave;
- The beneficiaries of the insertion premium (a payment received by the parent of a child up to the age of 3, or 4 in the case of a child with a disability, as reward for returning to work prior to the age of 2, respectively 3, of the child), will continue to benefit from the premium by the lifting of the restrictions, even if the child already turned 3, respectively 4;
- In the case of child care leave, the parent in leave will benefit from the indemnity for the entire period, with no obligation of the other parent to also apply for the same benefit by basically replacing the initial parent for at least one month (which was the standard situation before GEO 97/2020).

2. **Order no. 456/2020** on approving the Procedure for implementing support measures for employers and employees in context of the COVID-19 outbreak comes in support of both young and old unemployed individuals.

In order to benefit from the support measure, the employer must conclude an agreement with the local unemployment agency by no later than 31 December 2020.

The Order details the procedure for applying for the benefit, but also how to make use of this benefit (e.g. the subsidy will be granted for the vacation period but not during suspension of the employment contract).

**3. Order no. 1069/2020** regarding the quarantine measures in case of COVID-19

- Regulates the quarantine of a community in case of confirmation of more than three (3) cases of infection, with epidemiological link between them;
- The community may be a *building*, locality, or geographical area;
- The individuals quarantined in the community under the conditions provided by the Order will benefit from leave and allowance for quarantine, with no need for involvement of the Public Health Department (DSP).

*Does your business need support for effective collaboration while working remotely? WT Space is a fully customizable, secure collaboration platform that requires no additional hardware or software. WT Space – working together. [space@wolftheiss.com](mailto:space@wolftheiss.com). [space@wolftheiss.com](mailto: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:



**Adelina Iftime-Blagean**  
Counsel  
[adelina.iftime-blagean@wolftheiss.com](mailto:adelina.iftime-blagean@wolftheiss.com)  
T: +40 21 3088 100



**Iulia Cumparatu**  
Associate  
[iulia.cumparatu@wolftheiss.com](mailto:iulia.cumparatu@wolftheiss.com)  
T: +40 21 3088 100

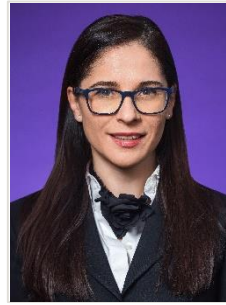


**Andrei Salageanu**  
Associate  
[andrei.salageanu@wolftheiss.com](mailto:andrei.salageanu@wolftheiss.com)  
T: +40 21 3088 100

For more information about our services, please contact:



**Bryan Jardine**  
Managing Partner  
[bryan.jardine@wolftheiss.com](mailto:bryan.jardine@wolftheiss.com)  
T: +40 722 568 569



**Ileana Glodeanu**  
Partner  
[ileana.glodeanu@wolftheiss.com](mailto:ileana.glodeanu@wolftheiss.com)  
T: +40 729 155 382



**Claudia Chiper**  
Partner  
[claudia.chiper@wolftheiss.com](mailto:claudia.chiper@wolftheiss.com)  
T: +40 733 103 614



**Ligia Cecilia Popescu**  
Partner  
[ligia.popescu@wolftheiss.com](mailto:ligia.popescu@wolftheiss.com)  
T: +40 729 218 871



**Anca Jurcovan**  
Partner  
[anca.jurcovan@wolftheiss.com](mailto:anca.jurcovan@wolftheiss.com)  
T: +40 736 887 888

This memorandum has been prepared solely for the purpose of general information and is not a substitute for legal advice.

Therefore, WOLF THEISS accepts no responsibility if – in reliance on the information contained in this memorandum – you act, or fail to act, in any particular way.

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](http://www.wolftheiss.com)