

ANTIVIRUS Programme

Measures related to employment approved by the Czech Government on March 19 and 23, 2020

The Czech Government has approved the following several ANTIVIRUS Programme measures. Employers whose business activities will be threatened because of the spread of the COVID-19 virus will be granted a contribution covering fully, or partially, the compensation of the salaries paid to employees due to obstacles on the side of the employee and on the side of the employer.

The contribution shall be paid by the Labour Administration. Requests to receive contributions should likely be accepted from April 1, 2020. The details shall be prepared during the course of this week.

REGIME A

When the employee was ordered into mandatory quarantine

The **employee receives salary compensation** from the employer in the same amount as sick leave compensation for the first 14 days (**60% of adjusted average earnings**). Subsequently, sick leave allowance is paid by Social Security. The **employer will receive a contribution in an amount equal to 100%** of what was paid by the employer to the employee.

REGIME B

When the employers cannot assign employees with work due to the extraordinary crisis measures from the government

If the employer is ordered based on the crisis decision of the government related to the outbreak of COVID-19 to cease its operations (close shops and other establishments), the **employee is paid with the compensation of salary in the amount of 100% of average earnings**. The **employer will be granted a contribution in the amount of 80%** of the paid compensation.

REGIME C

When 30% or more of employees are absent due to the ordered quarantine or paid care

If the employer cannot assign work to its employees due to the fact that a substantial number of the employees of the company, establishment or organizational unit according to the operational situation of employer are in quarantine or caring for children, **the employee is paid**

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with a compensation of salary in the amount of 100% of average earnings. The employer will be granted a contribution in the amount of 80% of the paid compensation.

REGIME D

Limited production input, outage of a supplier

If the employer cannot assign work to its employees due to the fact that the material, products and services necessary for the employer's activity are limited or inaccessible as a consequence of the quarantine measures or outage in production of the supplier (Czech or foreign), **the employee is paid with a compensation of salary in the amount of 80% of average earnings.** The **employer will be granted a contribution in the amount of 50%** of the paid compensation.

REGIME E

Reduction in demands for services, goods and other products

If the employer cannot assign work to its employees due to a reduction in demands for its services, goods and other products as a consequence of the quarantine measure on the sales market of the employer, (Czech or foreign), **the employee is paid with a compensation of salary in the minimum amount of 60%** of average earnings. The **employer will be granted a contribution in the amount of 50%** of the paid compensation.

REGIME F

The Minister of Labour and Social Affairs has mentioned a Regime F for certain other situations which might arise (measures to motivate employers still operating their businesses) and promised to discuss it in on Wednesday March 25, 2020.

The document reflects the status as of March 23, 2020.

We are closely monitoring the situation and will keep you updated.

This document is for informational purposes only and may not be considered a legal opinion or advice on how to proceed in a particular case.