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Covid-19

24 june 2020

Exceptional measures to support Companies and Employees

(Decree-Law n. 27-B/2020, from June, 19th)

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(Decree-Law no. 27-B / 2020, from June, 19th)			
	Updates	New Measures	
	Extraordinary support for maintaining employment contracts ("Simplified lay-off")	Incentive to the normalization of business activity for companies that have applied the simplified lay-off regime	Stabilization complement to employees
Support	Simplified lay-off regime extension until 31 July 2020.	<ul style="list-style-type: none">Support in the amount of minimum wage per employee covered by the lay-off regime, paid once, <u>or</u>;Support in the amount of two minimum wage per employee covered by the lay-off regime, paid in six months installments.	Payment of the difference between the declared basic remuneration values for the month of February 2020 and the full calendar month in which the employee was covered by one of the two measures.

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Access conditions	<ul style="list-style-type: none">Companies that have applied the simplified lay-off regime and that have reached the renewal limit (3 months) until 30/06/2020 - can benefit from the extension of support until July 31st, 2020;Companies that have not applied the simplified lay-off - can only submit initial requirements with effect until 30/06/2020, extendable monthly up to a maximum of three months;Companies subject to the duty of closure by legal or administrative imposition - Can access or maintain the simplified lay-off regime, which can be extended as long as the legal obligation to close is maintained, without any limit.	Employers who have taken advantage from the simplified lay-off regime or the extraordinary training plan provided for in Decree -Law no. 10 -G / 2020, of 26 March.	Employees whose base salary in February 2020 was equal to or less than twice the minimum wage and who, between April and June, have been covered for at least one full calendar month by the simplified lay-off regime - by reduction or suspension.

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Incentive amount	n/a	<p>The incentive amount is calculated considering the following criteria:</p> <ul style="list-style-type: none">• <u>Period of application measures > 1 month</u>: the incentive amount is determined according to the simple arithmetic average of the number of employees covered for each month of application of this support;• <u>Period of application measures <1 month</u>: the incentive amount in the amount of minimum wage is reduced proportionately;• <u>Period of application of measures <3 months</u>: the incentive amount in the amount of two minimum wages is reduced proportionately. <p>The complement has a minimum limit of € 100 and a maximum limit of € 351 and is payable in the month of July 2020</p>

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Other benefits	n/a	<p>If the option is the 6 months installments:</p> <ul style="list-style-type: none">• Partial exemption of 50% of the social security contributions paid by the employer, with reference to the employees covered in the last month of the application of the support;• If there is a net job creation, through the signing of no term employment contracts, in the three months following the end of the incentive, the employer is entitled to two months of total exemption from the payment of social security contributions in charge of employer. n/a

Note: The information contained in this document is merely informative and does not dispense with reading the legislation in force.

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Employer Duties		<ul style="list-style-type: none">• Prohibition of terminating employment contracts under the terms of collective dismissal, job extinction, dismissal for unsuitability,• Maintain the level of employment observed in the last month of application of the planned measures,• Maintain regular contributory and tax situations to Social Security and the Tax Authority.

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