
Practical recommendations to business. State of Emergency

The emergency measures and dynamics in the proposals of the Government and the Crisis “center” confuse the business as well the employers from every branch. That is why our team have prepared the following practical guidelines applicable to each employer (incl. us):

1. Form a responsible team to monitor the day-to-day legislative changes and amendments in the orders issued by the Minister of Health and other similar.

The team should inform the management of the company (or the respective other legal entity) of any updates to the travel restrictions to some countries, of updates to coronavirus prevention measures affecting your activity such as a home office obligation (the so-called remote work) and for the simplification of the regime afterwards.

Penkov, Markov & Partners monitors all such changes and is available to assist with the implementation of the above.

2. Offer remote work for your employees Start with the most at-risk group - pregnant, employees, which have been transferred to more suitable positions due to health reasons and elderly or with chronic health problems. Keep in mind that no additional agreements are required under the recently adopted Emergency Measures and Actions Act, promulgated by a decision of the National Assembly of 13 March 2020. The explicit order of the employer would cover the Labor Code requirements, requisites, as well as to provide technical possibilities for carrying out the activity and healthy and safe working conditions.

3. Prepare an action plan in the event that one of your team becomes infected with a coronavirus. In this hypothesis, all representatives of the company should be quarantined. Schedule an action plan so that you can continue your activity remotely or with another team that has not been in work for the previous 21 days.

4. Ensure high personal hygiene for all employees and adopt Internal Rules for these purposes. Make each employee aware of their new responsibilities related to the protection of public health and, in particular, that of his/her colleagues and provide a written record.

5. If necessary and at your discretion, introduce measures to test employees for their health status. For example, enter the declarations of any employees who have been absent for a long time or have traveled in the last 14 days, mentioning the country of travel or health issues that necessitated the absence.

If necessary, in particularly vulnerable sectors (manufacturing, urban transport, food, other sectors where there is daily contact with individuals or contact with goods and products intended for mass use), enter a temperature measurement although it is not a sufficiently effective measure.

With respect to other current topics, in relation to the legislation, stipulating the relationships at the state of emergency, you may find information on our website – www.penkov-markov.eu . Of course, you may address us for any additional information and assistance at lawyers@penkovmarkov.eu.

The above provides general information related to the adoption of the Emergency Measures and Actions during the State of Emergency Act and it is not exhaustive, whereas it serves only as a guide for interpreting the news as of March 25th 2020.