

What follows is a comprehensive list of the latest extraordinary measures as approved by the Government as per the Royal Decree-Law 9/2020:

– **MAINTENANCE OF ESSENTIAL HEALTH CARE SERVICES FOR THE ELDERLY OR DEPENDENT.**

The essential nature of health centres, services and establishments for dependent persons is established, as well as social centres for the elderly, dependent persons or persons with disabilities, who must maintain their activity and may not process Temporary Employment Regulation (ERTE) files.

– **EMPLOYMENT PROTECTION**

Dismissal cannot be justified on the grounds of force majeure or economic, technical, organisational and production reasons set out in Royal Decree-Law 8/2020 for the relaxation of the temporary suspension/reduction of employment.

– **UNEMPLOYMENT BENEFITS PROCESSING**

The procedure for recognition of unemployment benefit will be initiated by a **collective application submitted by the company** acting on behalf of the workers concerned.

It will be accompanied by a **communication** to the State Public Employment Service (SEPE) which must contain the following information:

- Identifying data, address, NIF and CCC of the company.
- Identification data, NIF, telephone and e-mail address of the company representative.
- File number assigned by the labour authority.
- Measures to be adopted and starting date when each worker is affected.
- Percentage of temporary reduction in case of reduction of the working day.
- Responsible declaration as the authorization of the workers has been obtained for the presentation of the application.

- Any other additional information as determined by the General Directorate of the Public State Employment Service.

The communication must be sent within **5 days of the** request for the temporary employment regulation file or of the date on which the company informed the labour authority of its decision (in the case of Article 23 procedures). In the case of applications submitted before the entry into force of this royal decree, the time limit will be calculated from that date.

The date of effect of the unemployment benefit will be the date of the causal event and, in the case of the cases covered by Article 23 of Royal Decree Law 8/2020, the date will be the same as or later than the date on which the company notifies the Temporary Employment Regulation File (ERTE). Both the date and the cause must be stated in the company certificate.

– **LIMITATION AND CONTROL OF TEMPORARY EMPLOYMENT REGULATION FILES**

The duration of the Temporary Employment Regulation File (ERTE) is limited and may not extend beyond the period in which the extraordinary situation resulting from COVID-19 is maintained.

The system of penalties applicable to applications submitted by undertakings which contain false or incorrect information or which request measures that are unnecessary or not sufficiently connected with the cause of the application and which result in the generation or receipt of undue benefits is laid down.

The company will be obliged to return to the management entity the amounts unduly received by the worker.

The Labour and Social Security Inspectorate will include among its action plans the verification of the causes alleged for Temporary Employment Regulation Files (ERTE) in collaboration with the State Tax Administration Agency and the State Security Forces and Corps.

– **TEMPORARY APPOINTMENT**

In order to ensure that temporary contracts (relief, training or interim contracts) can reach their maximum effective duration, the suspension of these contracts caused by the health crisis of COVID-19 will lead to an interruption in their calculation.

– **PUBLIC PROCUREMENT**

Public procurement to address the Covid-19 pandemic will be facilitated and will be handled under the urgency procedure. The new rule also includes measures to speed up foreign procurement.

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