

**LATEST EXTRAORDINARY MEASURES APPROVED BY THE GOVERNMENT  
THROUGH ROYAL DECREE LAW 10/2020**

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**- RECOVERABLE PAID LEAVE FOR NON-ESSENTIAL SERVICE  
WORKERS**

It is established that those employees who provide their services in companies and institutions whose activity has not been paralyzed by the declaration of the state of alert will enjoy a **paid, recoverable** and obligatory **leave between March 30 and April 9, 2020, both inclusive.**

This permit does **not apply** to:

- The persons providing the services listed [below](#) this document
- People affected by a temporary regulation file of suspension of employment.
- Those on temporary disability leave
- People who can carry out their activity normally by means of teleworking or other non-presential service provision.

Workers will receive full remuneration including basic salary and salary supplements.

Working hours must be made up in the period between the day after the end of the alarm period and 31 December 2020.

The recovery must be negotiated by the company and the representation of the workers through a period of consultation of maximum duration of 7 days, or in default with the most representative unions of the sector to which the company belongs.

**- GUARANTEES FOR THE RESUMPTION OF BUSINESS**

Where it is impossible to interrupt the activity immediately, workers may be allowed to work on 30 March 2020 for the sole purpose of carrying out the tasks necessary to enable them to take their recoverable paid leave without prejudice to the resumption of the business.

**- ESSENTIAL SERVICES IN THE ADMINISTRATION OF JUSTICE**

Lawyers, solicitors, social graduates, translators, interpreters and psychologists who provide services in the field of the Administration of Justice may continue

to carry out their professional activity and make the necessary trips, as well as advise individuals and legal entities on the fulfilment of their tax obligations and on the processing of temporary employment regulation files.

**- CONTRACTOR PERSONNEL**

Employees of undertakings awarded public sector works, service and supply contracts which are essential for the maintenance and safety of buildings and the proper provision of public services may be employed.

**ANNEX**

**LIST OF WORKING PERSONS FOR WHOM THE RECOVERABLE PAID LEAVE DOES NOT APPLY**

Paid leave shall not apply to employees working in

- Companies that carry out activities that must continue to be developed as established by Royal Decree 463/2020.
- Enterprises involved in the market supply chain and in the operation of services of production sites for essential goods and services (food, beverages, hygiene products, medicines, medical devices or any product necessary for health protection)
- Hotel and catering companies with home delivery.
- Companies producing and distributing goods, services, health technology, medical material, protective equipment, health and hospital equipment and any other material necessary for the provision of health services.
- Those essential for the maintenance of the productive activities of the manufacturing industry that offer the supplies, equipment and materials necessary for the correct development of the essential activities included in this annex.
- Companies that provide transport services for people and/or goods
- Security Forces and Corps; penitentiary institutions, civil protection, rescue, mine and traffic safety and road safety.
- Private security companies

- The indispensable ones that support the maintenance of the material and equipment of the armed forces.
- In health centres, services and establishments, which attend to the elderly, dependent persons or persons with disabilities.
- Those of animal health care centres, services and establishments.
- Press and media outlets
- Financial services and insurance companies.
- Telecommunications and essential computer services companies.
- Companies essential services related to the protection and care of victims of gender violence.
- Companies that carry out activities necessary for the management and payment of public benefits, subsidies and aid established by law and regulations and the operation of the Social Security System.
- Lawyers, solicitors, social graduates, translators, interpreters and psychologists and who attend procedural proceedings not suspended by Royal Decree 463/2020
- Administrative and social graduate agencies, consulting firms, professional offices, external and own services for the prevention of occupational hazards in urgent matters.
- Notaries and registries for the fulfilment of the essential services established by the General Direction of Legal Security and Public Faith.
- Civilian authorities responsible for public health and employees providing services in this field, as well as those others directly or indirectly related to the management of the health emergency.
- Funeral service companies, as well as niche construction and other related activities.
- Companies providing cleaning, maintenance and surveillance services, as well as services for the collection, management and treatment of hazardous waste, as well as urban solid waste, both hazardous and non-hazardous, waste water collection and treatment, decontamination activities and other waste management services and removal of dead animals or any of the entities belonging to the Public Sector, in

accordance with the provisions of Article 3 of Law 9/2017 of 8 November on Public Sector Contracts.

- Centres for the Reception of Refugees and in the Centres for the Temporary Stay of Immigrants and the privately managed public entities subsidized by the Secretariat of State for Migration and which operate within the framework of International Protection and Humanitarian Attention.
- Water supply, purification, conduction, potabilization and sanitation companies.
- Companies or organizations that provide services that have been or may be declared essential by the competent authority and the competent authorities delegated under Royal Decree 463/2020 of March 14.
- Companies providing meteorological services for forecasting and observation and the associated maintenance, monitoring and control of operational processes.
- Operator designated by the State to provide the universal postal service, to provide the services of collection, acceptance, transport, sorting, delivery and delivery for the exclusive purpose of guaranteeing that universal postal service.
- Companies that manage and operate toll roads, including the stations and service areas located on them.
- Water supply, purification, conduction, potabilization and sanitation companies.
- Sectors or sub-sectors involved in the import and supply of sanitary material, such as logistics, transport, storage, customs transit (freight forwarders) and, in general, all those involved in sanitary corridors. .
- Distribution and delivery of products purchased in the internet, telephone or mail order business.
- Any others providing services that have been deemed essential.