

**SIMPLIFIED LAY-OFF**

Within the scope of the package of legislative measures that have been approved, aimed at citizens, companies and public and private entities, following the epidemiological infection by COVID-19, we stand out in the **LABOR AREA**, the Decreto Lei nº **10-G / 2020**, of **26.03.2020**, which entered into force on **27.03.2020** and takes effect until **06.30.2020**, without prejudice to a possible extension for another 3 months after taking in account the evolution of the consequences economic and social of COVID-19.

**WHAT IS IT**

Exceptionally and procedurally agile measure that aims to guarantee its application in a short period of time, with a view to maintaining existing jobs, allowing companies to temporarily reduce the normal working period or suspend the employment contract, aimed to

**COMPANIES IN SITUATION OF BUSINESS CRISIS**, in case of:

- total or partial closure ordered by decision of the political or health authorities
- total or partial stoppage of activity due to the interruption of global supply chains, or the suspension or cancellation of orders;
- break of at least 40% of the billing in the period of 30 days prior to the request, with reference to the monthly average of the 2 months prior to that period, or to the same period of the previous year, or, even, for those who started the activity less than 12 months ago, at the average of that period.

**PROCEDURE**

- application in electronic form submitted by the employer through the IEFP online portal in which it declares the situation in which the company operates and identifies the workers who must be placed in 'lay-off';
- inform, in writing, the workers covered and the foreseeable period of interruption of the activity and prior hearing of the workers' commission and union delegates, when they exist;
- declaration by the employer together with a certificate from the company's certified accountant attesting to the interruption of the company's activity or to the breakdown of billing;
- existence of a professional training plan approved by the IEFP;
- during the period of reduction or suspension, as well as in the 60 days following its application, the employer cannot terminate employment contracts, through collective dismissal or by redundancy of the job.

**MEASURES**

**EXTRAORDINARY SUPPORT FOR MAINTENANCE OF WORK CONTRACT, with or without training**, in case of temporary reduction of the normal working period or suspension of the employment contract:

- **FINANCIAL SUPPORT**, per worker, intended exclusively for the payment of remunerations, in the amount equal to 2/3 of the employee's gross remuneration, with the guarantee of a minimum value equal to the national minimum wage (€ 635) up to a maximum of 3 RMMG (€ 1,905), 70% of which is guaranteed by Social Security and 30% by the employer;
- Measures lasting **1 MONTH** that can be extended monthly, **UP TO A MAXIMUM OF 3 MONTHS**;
- this mechanism can be combined with the vocational training aspect, adding a **TRAINING SCHOLARSHIP** amounting to 30% of the Social Support Index (SSI) (€ 131.64), half for the worker and half for the employer (€ 65.82). The scholarship and training costs will be borne by IEFP, I. P.

*Or alternatively:*

**EXTRAORDINARY TRAINING PLAN:**

- **MAXIMUM EXTRAORDINARY SUPPORT** corresponding to half of GMI (EUR 317.50), per worker, lasting 1 month;

**Employers who benefit from these measures are also entitled to:**

- **FINANCIAL INCENTIVE** to support the normalization of the company's activity, in the amount of the minimum guaranteed monthly remuneration (635 EUR), per worker, all at once.
- **EXEMPTION FROM THE PAYMENT OF CONTRIBUTIONS TO SOCIAL SECURITY, AT THE CHARGE OF THE EMPLOYER**, in relation to the workers covered and members of the statutory bodies, in the months the measure is in force.