

## Latest Developments in Employment Legislation as result of Covid-19: Recent Ministerial Decisions

This Briefing provides an overview of the recent Ministerial Decisions clarifying the implementation of urgent Employment measures arising out of Covid-19

### In This Issue

- A. Ministerial Decision No. 13272/ D1.4607/ 2.4.2020 Provides Clarification on Declarations for Suspension Submitted to ERGANI**
- B. Ministerial Decision No. 13564/ D1.4770/ 3.4.2020 Provides Clarification on Declarations Relating to Remote Work, Transfer of Employees and Operation with Security Personnel**

#### **A. Ministerial Decision No. 13272/ D1.4607/ 2.4.2020 Provides Clarification on Declarations for Suspension Submitted to ERGANI**

1. Ministerial Decision no. 13272/D1.4607 (Official Government Gazette B/1131/2.4.2020) clarifies the details for the ERGANI declaration (*υπεύθυνη δήλωση*) for the suspension of operation of businesses by means of a public authority order, or the suspension of employment contracts by the affected employers or businesses (on the basis of the KAD business activity codes), pursuant to Article 11 of the Act of Legislative Content of 20 March 2020.
2. A template of the ERGANI declaration is appended to the Ministerial Decision.

#### **B. Ministerial Decision No. 13564/ D1.4770/ 3.4.2020 Provides Clarification on Declarations Relating to Remote Work, Transfer of Employees and Operation with Security Personnel**

1. Ministerial Decision no. 13564/ D1.4770/ 3.4.2020 (Official Government Gazette B/1161/3.4.2020) provides details on the implementation of, and notifications to ERGANI of, the following urgent measures:
  - a. remote work (telework) implemented pursuant to Article 4 of the Act of Legislative Content of 11 March 2020 (as amended by the Act of Legislative Content of 14 March 2020), must be declared to the ERGANI system within the first 10 days of the next month following implementation of the measure, by submitting the new E4.1 form;
  - b. Article 11, par. 2A of the Act of Legislative Content of 20 March 2020, in conjunction with Article 4 of the Joint Ministerial Decision 12998/ 232/ 28.3.2020 (Official Government Gazette B/1078) and the related Circular 13738/ 413/ 31.3.2020 of the Ministry of Employment, provide that only 10% of employees whose employment contracts have been suspended may provide remote work

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- (telework) if they agree, in order to cover temporary business needs of a company; in these cases, declarations on remote work shall be made to the ERGANI system before its provision by submission of the new E4.2.form;
- c. businesses implementing the measure of operation with security personnel only pursuant to Article 9 of the Act of Legislative Content of 20 March 2020, must be declared within the first 10 days of the next month following implementation of the measure, by submission of the new E4.3 form to the ERGANI system;
  - d. transfers of employees to other companies within the same group made pursuant to Article 10 of the Act of Legislative Content of 20 March 2020, must be declared within the first 10 days of the next month following the implementation of the measure by submission of the new E4.4 form to the ERGANI system.
2. Forms E4.2 – E4.4 include a clause stipulating that the same number of employees must be retained and prohibiting dismissals.

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