

EMPLOYMENT BRIEFING: Special Edition – Vol. 7

Developments in Employment Legislation as Result of Covid-19

This Briefing provides an overview of the administrative fines that may be imposed on employers for breaches related to the urgent employment measures arising out of Covid-19, pursuant to the recent Ministerial Decision 14675/469/14.4.2020 (amending Ministerial Decision 60201/D7.1422/20.12.2019)

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A. Fine for the Employment of Employees on Suspension Implemented by the Employer

1. The employment of employees whose employment contract has been suspended by their employer in accordance with Article 11, subpar. 2A of the Act of Legislative Content of 20 April 2020 is characterized as a ‘very high’ breach of employment legislation and a fine of €1,200 per each affected employee may be imposed.
2. The abovementioned breach is now included as breach number 67 in Annex II ‘Table of breaches of an individual nature with application of fine per affected employee’ of the Ministerial Decision 60201/D7.1422/20.12.2019, as amended.

B. Fine for the Employment of Employees on Suspension by Virtue of a Public Authority Order

1. The employment of employees by an employer whose operation has been suspended by virtue of a public authority order during the time period the Covid-19 measures are in force, is characterized as a ‘very high’ breach of employment legislation and a fine of €1,200 per each affected employee may be imposed.
2. The abovementioned breach is now included as breach number 68 in Annex II ‘Table of breaches of an individual nature with application of fine per affected employee’ of the Ministerial Decision 60201/D7.1422/20.12.2019, as amended.

C. Fine for Breach of the ERGANI Notification Obligation for the Provision of Remote Work by Employees on Suspension

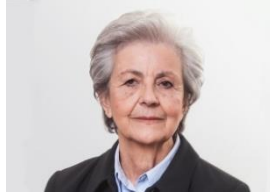
1. The provision of temporary remote work by employees whose employment contract has been suspended in breach of the ERGANI notification obligation, is characterized as a ‘very high’ breach of the employment legislation and a fine of €1,200 per each affected employee may be imposed.

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2. The abovementioned breach is now included as breach number 69 in Annex II 'Table of breaches of an individual nature with application of fine per

affected employee' of the Ministerial Decision 60201/D7.1422/20.12.2019, as amended.

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