



# LABOR LAW

- solutions for entrepreneurs in connection with the COVID-19 epidemic situation

**We are currently waiting for the entry into force of the shielding package for businesses, the so-called Special Act, which is to include solutions related to the protection of employees and jobs, as well as co-financing of salaries.**

Employer's costs can be reduced in connection with the COVID-19 epidemic on the basis of:

**1**

instruments specified in the draft act amending the act on special solutions related to the prevention, counteracting and combating of COVID-19, other infectious diseases and crisis situations caused by them, as well as some other acts (the so-called Anti-Crisis Shield) as of 23 March 2020.

**2**

labor law regulations

## **ECONOMIC WAITING TIME**

period of non-performing work by employee for reasons not attributable to employee ready to perform work

1. Who can apply for payment of funds for co-financing employee salaries from the Guaranteed Employee Benefits Fund (FGŚP)?
2. What are the conditions for obtaining the co-financing?
3. What are the benefits/risks?
4. What information and documents should be prepared to submit the application?

## **REDUCTION OF THE WORKING TIME BASIS ALONG WITH FGŚP CO-FINANCING**

reduced employee working time basis for reasons not related to employee, by not more than half of the working time

1. Who can apply for payment of funds for co-financing salaries of employees affected by reduced working time from the Guaranteed Employee Benefits Fund (FGŚP)?
2. What are the conditions for obtaining the co-financing?
3. What are the benefits/risks?
4. What information and documents should be prepared to submit the application?

## REDUCTION OF THE WORKING TIME BASIS AND EMPLOYEE SALARIES WITHOUT FGŚP CO-FINANCING

1. What are the legal options for reducing working time basis and employee salaries under applicable laws?
2. What should the agreement on reduction of working time basis look like and what conditions need to be met to apply this solution?
3. What are the benefits/risks?

## FINANCIAL SUPPORT FROM DISTRICT (STAROST'S) OFFICE

- social security contributions due on these salaries in the event of a decrease in turnover following COVID-19?
2. What are the conditions for obtaining the co-financing?
  3. What are the benefits/risks?
  4. What information and documents should be prepared to submit the application?

### Help in 4 steps

- STEP 1. Teleconference to discuss client's situation
- STEP 2. Analysis of solutions in various scenarios and preparation of a concise report
- STEP 3. Presentation of possible solutions
- STEP 4. Implementation of selected scenarios

We analyze various scenarios for companies in relation to their employees, as well as contractors and persons employed under service provision contracts, to whom work order legislation applies.

We point out that due to various forms of employment (employment contracts, civil law contracts), as well as individual needs of a given client (e.g. protection of key personnel jobs, reduction of basic personnel jobs), various combinations of solutions resulting from applicable labor law regulations and designed solutions of the anti-crisis shield can be applied.

Since the proposals of activities we have developed may be modified or supplemented in the event of changes to the draft Act on the Anti-Crisis Shield, we regularly monitor the legislative process and adapt the proposed scenarios to dynamically changing needs of clients.

We are ready to help you find the optimal solution.

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