



VARIOUS MEASURES FOR THE COVID-19 PANDEMIC

Since 15 January 2022, the **"3G" COVID Check scheme** (Geimpft, Genesen oder Getestet – [Vaccinated, Cured or Tested]) is compulsory in the workplace. The Joint Social Security Centre has drawn up a new form to declare any periods of "3G" non-payment due to a defective or invalid COVID Check.

In addition, the derogation on family leave owing to COVID-19 has been extended until 28 February 2022. Other measures have also been extended.

> COVID CHECK IN THE WORKPLACE

All employees must have one of the following certificates in order to gain access to their employer's premises:

- ▶ **Certificate of vaccination;**
- ▶ **Certificate of PCR or rapid antigenic negative test;**
- ▶ **Certificate of recovery;**
- ▶ **Certificate of contraindication to vaccination**, accompanied in such a case by a certificate of negative test (48-hour PCR or 24-hour rapid antigen) or a negative result of a self-test to be carried out on the premises.

The employer may also decide to make the access of persons other than employees of the company (external persons/suppliers/customers/etc.) subject to having to produce a valid certificate according to the 3G scheme for the whole company or for only part thereof.

The verification, which may take place at any time of the day, must be carried out daily by the employer himself, a designated employee or a third-party service provider, using any official document with a photograph attesting to the identity of the person.

Failure to comply with the verification requirements may result in fines for both the employer and the employee.

To facilitate these verifications, the employer is authorized to keep a list of employees who have been vaccinated or who have recovered, on a voluntary basis, which may contain only the full names of the persons who have been vaccinated or have recovered and the period of validity of the certificates. This list will be destroyed as soon as the COVID Check is no longer mandatory in the company.



Without a valid COVID Check, the employee will not be allowed to access the employer's premises. Several alternatives are then possible: telework or taking legal leave. If the parties fail to agree on one or the other option, the employee will automatically lose the remuneration corresponding to the hours not worked.

In this case and because of the health situation, the period of unpaid work counts as an effective period of the insurance career within the 64-hour threshold, and must be declared to the Joint Social Security Centre so that it can take this period into account and determine the related pension contributions.

To do so, the employer or the payroll provider will declare these unpaid hours using a form to be downloaded from the CCSS website ("Declaration of '3G' periods of non-payment").

> OTHER MEASURES

The derogation for family leave due to COVID-19 is extended until 28 February 2022. Other measures have also been extended until 30 June 2022, including the 8-day deadline for submitting an isolation/quarantine order to the employer as a certificate of incapacity for work in order to benefit from protection against dismissal in the event of illness.

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