

## Derogations following the covering of costs for COVID-19

In view of the spread of the virus and the increasing numbers in quarantine/isolation, it was decided that the Employers' Mutual Insurance would reimburse such incapacity for work fully (100%) and that the protection of employees affected by these measures would be extended.

### Reimbursement by the mutual insurance

Due to the COVID-19 pandemic, absences due to quarantine or isolation are frequent. This situation has a financial impact on employers as well as on the self-employed, particularly due to the continued payment of salaries when employees are incapacitated for work.

In order to support employers and the self-employed, the Employers' Mutual Insurance covers the **full** reimbursement for periods of incapacity for work corresponding to a **quarantine or isolation measure** ordered by the health manager or his or her representative. The rate of reimbursement increases in such a case from 80% to 100%.

This measure has been applied **retroactively since 1 July 2020**.

### Protection against dismissal

In principle, an employee who is unable to work must notify his or her employer on the first day of his or her absence and submit a medical certificate by the 3<sup>rd</sup> day at the latest. In view of the sharp rise in infections, it sometimes takes longer before an employee gets the quarantine or isolation order that is equivalent to a medical certificate. In the event of delay due to the transmission of orders, however, the 3-day period provided under Article L 121-6 of the Labour Code cannot be met by the employee, which deprives him or her of the protection against dismissal for a certain period of time.

Consequently, by derogation to this article, an employee who is unable to work due to quarantine or isolation now has **8 days** to submit his or her order to his or her employer.



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