

CORONAVÍRUS

AND THE EMPLOYMENT RELATIONSHIP

EMPLOYEE RIGHTS AND COMPANY OBLIGATIONS

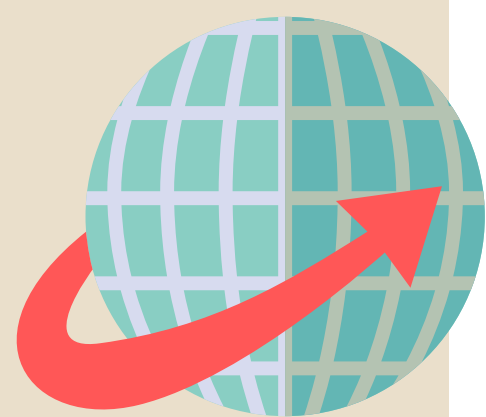


MACHADO
ASSOCIADOS

JANUARY 30

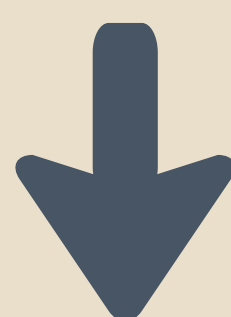


World Health Organization (WHO) declares public **health emergency** of international concern due to the outbreak of the new coronavirus



FEBRUARY 7

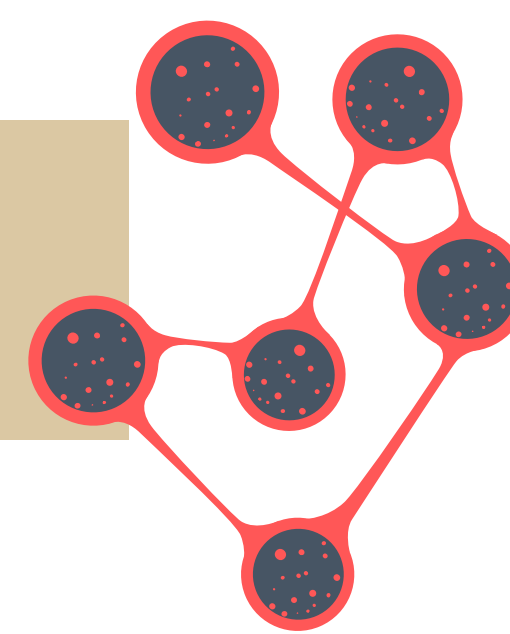
Law 13979/2020 is published, which provides for **measures to deal with the public health emergency** of international concern resulting from the coronavirus



FEBRUARY 25

Ministry of Health confirms 1st coronavirus case in Brazil

See below some employee rights and company obligations in the context of the coronavirus epidemic:



EMPLOYEE RIGHTS

- Request his/her repatriation if working in countries with high contamination risk
- **Refuse travel to countries considered to be at high risk.** Should the company insist, the employee may plead in court the suspension of the trip or the termination of the employment contract for cause of the employer
- Claim damages for moral and/or material damages in the event the coronavirus is contracted or if he/she has to remain in countries considered to be at high risk due to the employer's fault
- **Not to have deducted from the salary the days in isolation,** quarantine or carrying out medical examinations, laboratory tests and other measures to identify contamination and treatment of coronavirus

COMPANY OBLIGATIONS

- Reduce the risks inherent to the employee's work and health
- Pay the repatriation expenses of the employee working in countries with a high contamination risk
- Instruct employees on precautions to be taken to avoid contamination by coronavirus in areas considered to be at high risk
- **Pay the employee's salary during isolation or quarantine**



ALTHOUGH THE CORONAVIRUS EPIDEMIC HAS NO RELATIONSHIP WITH THE COMPANY and, at first, no direct responsibility can be attributed to the employer in the event of

an infection of the employee by the coronavirus, the employee's **health and physical integrity must be preserved and are the company's responsibility**



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