



News for Employers in relation to the Spread of COVID-19

Additional non-working days announced

Today, Russian President Vladimir Putin announced that next week will be a paid week off. Therefore, 28 March to 5 April 2020 shall be days-off. The president did not clarify how this would work.

We expect clarifications from the regulatory bodies this week, and we will inform you of the same.

New requirements prohibiting employees from entering the workplace

Under Decree No. 26-YM of the Mayor of Moscow dated 23 March 2020 (the *Decree*), individuals older than 65 years of age and individuals suffering from the chronic illnesses listed in the Decree must self-isolate from 26 March 2020 until 14 April 2020. Employers of the above individuals must prohibit them from entering the workplace. Subject to the consent of the above individuals, they may work remotely or be provided with their annual paid leave for this period.

This requirement shall not apply to the heads of organisations and other employees whose presence at the workplace is critical for the operation of the company or organisation. The Decree does not provide for any criteria for employees whose presence at the workplace is critical for the organisations' operations. In our opinion, employers should adopt a list of such employee positions if such positions are occupied by employees required to self-isolate due to age or chronic illness.

At the request of the Headquarters for the Prevention of the Introduction and Spread of 2019-nCoV in Moscow, employers are obliged to immediately provide information about anyone of whom they are aware of having had contact with an infected employee, as well as to arrange for disinfection measures in the premises in which such infected employee was present.

As we stated before, under the Decree, employers must prohibit those employees from attending work or accessing their workplace or the employer's premises who have arrived from the following countries: China, Iran, South Korea, all countries of the European Union, the UK, Serbia, Albania, North Macedonia, Montenegro, Andorra, Norway, Switzerland, Iceland, Monaco, Lichtenstein, Moldova, Belarus, Ukraine, Bosnia and Herzegovina, the Vatican, San Marino and the USA.

The Decree also calls on citizens to comply with the instructions of the Head of the Federal Service for Surveillance on Consumer Rights Protection and Human Wellbeing, i.e., the Chief State Sanitary Inspector of the Russian Federation (the **Head of Rospotrebnadzor**) to self-isolate at home. We remind you that, pursuant to the Resolution of the Head of Rospotrebnadzor dated 18 March 2020, all persons arriving in the Russian Federation should self-isolate for 14 calendar days and their employers should assist them with the same.

(Source: [Decree of the Mayor of Moscow No. 26-YM On Amendments to the Decree of the Mayor of Moscow No. 12-YM dated 5 March 2020 dated 23 March 2020](#);
[Resolution of the Chief State Sanitary Inspector of the Russian Federation No. 7 On Self-Isolation Measures to Prevent the Spread of COVID-19 dated 18 March 2020](#))

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