

CORONAVIRUS OUTBREAK

French national measures

Please find below a short description of some measures applicable to face the coronavirus outbreak:

- **For employees subject to a measure of isolation or for the parent of a child who has been in contact with a confirmed case of coronavirus and who is forced to stay at home to guarantee the isolation of the child or in cases of school or crèche/kindergarten closures:** possibility of benefiting from a kind of sickness leave (existence of specific procedures). In this case, the employee is entitled to daily sickness benefits from the social security system (from the first day of absence) and to the employer's supplement provided for by the collective agreement of the metal industry (provided that the conditions are met);
- **For sick employees:** sickness leave but with application of the waiting period for the payment of daily social security benefits + employer's supplement provided for by the collective agreement of the metal industry (subject to meeting the conditions);
- **Possibility to access short time work, for example in the event of (massive) absence of employees essential to the company's activity or drop in activity linked to the outbreak:** in case of short time work, the employee is entitled to a compensation up to 70% of the gross hourly pay with a minimum monthly floor up to the net monthly statutory minimum wage. Access to training is facilitated to strengthen employees' skills: in this case the compensation is increased to 100% of net hourly pay.
Lastly, the subsidy paid to the company amounts 7.74 euros per hour off work, or 7.23 euros for companies with more than 250 employees, coupled with almost complete exemption from social security contributions. However, the government has announced in the press that this subsidy should be increased to €8.04 per hour, which would amount to a zero remaining charge for the company for low paid workers. Moreover, the processing time for short time work applications is in principle 15 days. The Minister of Labour announced that it would be reduced to 48 hours.
- **The possibility to delay the payment social security contributions** and the remittance of surcharges and penalties in case of late payment over the targeted periods.