

**ABSENCE OF EMPLOYEE FROM WORK DUE TO COVID-19 EXPOSURE OR DUE TO ILLNESS
AND EXPOSURE OF THE CHILD**

A. Where an employee is required, as part of preventive control measures to limit the spread of COVID-19, in accordance with the official recommendations of the National Health Organization, to be placed under quarantine for 7 or 14 days as appropriate, the employer:

- May specify that the work provided by the employee in question will be carried out under the distance work system.
- If distance work is not possible, the employer may, at the end of the worker's quarantine, employ him in accordance with the needs of the business, in addition to the daily working hours of 1 hour per day, on other working days, until the half-hours corresponding to the working days of staying at home have been completed.
- The above working time of the employee as a substitute for his absence shall not be regarded as overwork or overtime, in the case of full-time work, nor as additional work in the case of part-time work. The employee does not receive an increase or financial remuneration for additional work.
- The employer normally pays remuneration to the employee during his period of quarantine.

B. Working parents in the case of illness from COVID-19 of their children, infants, prekindergarten and toddlers, primary and secondary school pupils, as well as children attending special schools or special education and education units, irrespective of their age, as well as persons with disabilities who, regardless of their age, benefit from open care service structures for people with disabilities, shall be entitled to:

- Use a special leave for the illness of children for 14 days or longer if necessary.
- This leave shall be granted in addition to other authorizations relating to the illness or hospitalization of children.
- During the above leave they receive remuneration as follows: two thirds (2/3) from the employer and one third (1/3) from the regular budget, after cross-checking with the data of the Ministries of Finance, Labour and Social Affairs, and the Ministry of Interior, the manner of which is defined in a joint decision of the competent Ministers of Finance, Education and Religious Affairs, Labour and Social Affairs, Health and Interior.

- Such leave shall be granted independently of other measures to deal with and limit Covid-19. No prior working experience is required for granting this leave.
- Employers are obliged to declare in the Information System "ERGANI" of the Ministry of Labour and Social Affairs those employees who make use of their leave and the duration of it.

C. If the operation of a school or childcare unit is suspended due to a confirmed or suspected case, parents shall be granted a special purpose leave. The employee shall inform the employer with a certificate from the school unit that the operation of the structure has been suspended and the suspension period must be indicated. Then:

- In case that, in addition to the child also the working parent is required to be placed under restriction -following the instructions given to him competently by the National Public Health Organization (greek abbreviation: EODY) or by another competent public body- the worker shall be given the leave due to exposure to COVID-19 as referred to point A above.
- If no recommendation has been made to the parents of the children for home stay, then, for as long as the suspension of the unit lasts, provision of distance work is recommended, if possible. Alternatively, the special-purpose leave shall be granted.