



March 2020



Coronavirus Update #2 – Broadening of Guidelines and Receiving Unemployment Benefits during Unpaid Leave

Following our previous update of [March 8, 2020](#), the below is a summary of certain updates regarding the SARS-CoV-2 virus outbreak which causes the COVID-19 disease (hereinafter: the “**Coronavirus**”).

Broadened guidelines regarding quarantine – required quarantine for a period of 14 days upon return from all countries

As of the date of this update, and pursuant to the Ministry of Health’s guidelines, every Israeli resident returning to Israel after 20:00 on March 9, 2020, from any country in the world is required to self-quarantine for a period of 14 days from the date of their return. This guideline broadens the current quarantine guidelines regarding those returning from China, Thailand, Hong Kong, San Marino, Singapore, Macau, South Korea, Japan, Italy, Andorra, France, Germany, Switzerland, Spain, Austria or Egypt that were in effect until March 9, 2020.

It is important to note that this guideline does not apply retroactively and anyone who returned to Israel in the past 14 days (before March 9, 2020 at 20:00) from countries not included in the aforementioned list provided by the Ministry of Health is not required to be in quarantine.

Comprehensive sickness certificate update

The Ministry of Health updated the comprehensive sickness certificate for quarantined employees (and updated the affidavit signed by employees) to also apply to **parents whose children are required to be quarantined.**

The sickness certificate was granted in accordance with the Sick Pay Law, 5736-1976, and the Sick Pay Law (Absence Due to Children's Sickness), 5753-1993, and the right to be absent from work due to sickness will apply during the entire period of the employee's or their child's quarantine, pursuant to the Nation's Health Order (The New Coronavirus 2019) (Instructions for Employers of Quarantined Employees) (Temporary Order), 5780-2020, and any amendments promulgated thereunder.¹

Guidelines on receiving unemployment benefits for employees forced into an unpaid leave due to the Coronavirus

The National Insurance Institute of Israel published new and lenient guidelines regarding the eligibility of receiving unemployment benefits for anyone who was forced by their employer take unpaid leave for a period of over 30 days due to the Coronavirus outbreak (hereinafter: "**Unpaid Leave Due To Coronavirus**").² An employee on Unpaid Leave Due To Coronavirus who meets the eligibility requirements for receiving unemployment benefits will also have the right to receive unemployment benefits, **even if the employee did not utilize their vacation days.** Guidelines regarding the realization of these rights were published in the Israeli Employment Services website.

This update was prepared by the Employment team at Gornitzky & Co. The information provided in this notice is for informational purposes only and does not constitute legal advice.

¹ [Nation's Health Order \(The New Coronavirus 2019\) \(Instructions for Employers of Quarantined Employees\) \(Temporary Order\), 5780-2020.](#)

² [National Insurance Institute of Israel's guidelines regarding unemployment benefits for employees forced into an unpaid leave due to the Coronavirus.](#)

We are happy to assist with any additional questions and/or clarifications regarding the legal consequences and/or the implementation of the matters discussed in this update.



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Please note that this update is only a summary and does not represent the author's position. This update does not replace legal counsel. This update was prepared by the Employment team at Gornitzky & Co. The information provided in this notice is for informative purposes only and does not constitute legal counsel. We are happy to assist in any additional questions and/or clarifications regarding the legal consequences and/or the implementation of this update.