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Coronavirus Update #6 – Coronavirus – Emergency Regulations Updates that Came into Effect on March 31, 2020 and April 1, 2020

Further to our previous updates on [March 8, 2020](#), [March 12, 2020](#), [March 16, 2020](#), [March 19, 2020](#) and [April 1, 2020](#), below are additional updates regarding the outbreak of the SARS-CoV-2 virus, which causes the Covid-19 disease (hereinafter: “**Corona**”) and their impact on employment matters.

On March 31, 2020 and April 1, 2020, additional changes to the Emergency Regulations (Novel Coronavirus – Restrictions on Activities), 5780-2020 (hereinafter: the “**New Regulations**”)¹ and to the Emergency Regulations (Limiting the Number of Employees in the Workplace to Mitigate Contagion of the Novel Coronavirus), 5780-2020 (hereinafter: the “**Regulations Limiting the Number of Employees**”) came into effect.² The changes intensify the restrictions on employers and employees regarding their behavior in, and arrival to, the workplace. Additionally, on March 30, 2020, the Ministry of Health published new guidelines regarding transportation using private vehicles and public transportation for the general and the working public.³

Employer Organized Transportation to the Workplace

Employer organized transportation to the workplace must adhere to the guidelines applicable to public transportation regarding ventilation, disinfection and social distancing: maintaining an empty row behind the driver; not sitting next to one another (one passenger is permitted per bench); washing hands after the trip; keeping windows open during the voyage (to the extent possible); ventilating the vehicle; cleaning surfaces intended to be touched with water and soap (handles, buttons, switches etc.).

¹ [Emergency Regulations \(Novel Coronavirus – Restrictions on Activities\), 5780-2020.](#)

² [Emergency Regulations \(Limiting the Number of Employees in the Workplace to Mitigate Contagion of the Novel Coronavirus\), 5780-2020.](#)

³ [Ministry of Health guidelines regarding transportation using private vehicles and public transportation for the general public and the working public.](#)

Organized transportation by private vehicles or taxis is limited to three passengers (including the driver).

Driving arrangements and guidelines regarding transportation via buses, trains, taxis and private vehicles discussed in our previous update have remained unchanged.

Restrictions on the Number of Employees at the Workplace

Limiting the number of employees arriving at the workplace – No more than 10 employees or 15% of all employees, whichever is higher, can simultaneously be present at the workplace. If it is necessary in order for the workplace to operate, an employer is allowed to increase the maximum number of employees permitted to simultaneously be present at the workplace to 30% of all employees, subject to notifying the General Manager of the Ministry of Economy and Industry of the employees' names and position and providing the reasons why their presence is necessary.⁴

Notwithstanding the aforementioned, certain employers are exempt from the limitation (entirely or partially). Please contact us for counsel regarding this matter.

The arrival and presence of non-essential employees is forbidden. In certain cases, the CEO is to determine which employees are essential employees.

Support staff – Support staff are employees who do not deal with the core activity of the workplace, excluding cleaning, security and IT personnel. Regarding employers subject to the limitations on the number of employees permitted to simultaneously be present at the workplace, support staff are permitted to be at the workplace if their presence is essential to the ongoing activity of the workplace and the employer notified the General Manager of the Ministry of Economy and Industry of the employees' names and position and providing the reasons why their presence is necessary.

Reception – Employers subject to the limitations on the number of employees permitted to simultaneously be present at the workplace must prohibit public reception hours, unless they are necessary for supplying an essential product or service, in which case, employers must minimize, as much as possible, the number of employees working at reception.

Working in shifts – In a workplace normally practicing shift work, the employer must assign the same group of employees to the same shifts, to the extent possible.

Employer Responsibility Regarding Behavior at the Workplace

Declaration of taking temperature and lack of symptoms before entering the workplace - Before arriving to work, employees must sign a declaration stating that they took their

⁴ [Online form to notify the General Manager of the Ministry of Economy and Industry pursuant to the Regulations Limiting the Number of Employees.](#)

temperature and do not have any of the following symptoms: temperature above 38 degrees Celsius, coughing, or difficulty breathing. The employee must arrive at the workplace with the signed declaration and the employer is obligated to collect and save them. A form of the employee declaration can be found on the Ministry of Health's website.⁵

The requirement to place a stand at the entrance of the workplace to take the temperature of anyone entering was revoked.

In certain cases, a declaration may be provided orally.

Social distancing between individuals - In a workplace that cannot maintain a distance of two meters between people, the employer must take additional measures to prevent contagion.

Allocating personal equipment for each employee period - Each employee is to be provided with permanent personal equipment, to the extent possible, such as a keyboard, mouse and landline telephone. Equipment used by more than one individual must undergo strict disinfection before being passed to others.

Maintaining hygiene - Employers must instruct their employees to maintain strict hygienic standards, including hand washing.

Elevator usage - Employers must instruct their employees that no more than two passengers can use the same elevator at the same time.

The new regulations concerning employer responsibility regarding behavior at the workplace are currently in effect until April 7, 2020.

The labor law team at our firm is ready to assist (within existing limitations), even in these challenging conditions and are available for any clarifications you may require regarding the issues discussed herein or in general.

For further information please contact,



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⁵ [Declaration form pursuant to section 3A\(1\) of the Emergency Regulations \(Novel Coronavirus – Restrictions on Activities\), 5780-2020](#). The form provides that a cough or difficulty breathing due to a chronic condition such as asthma or allergies may be disregarded.