

Partial Reform of the Workers Alimentation Law



The Decree with Range, Value and Force of Law regarding the Partial Reform of the Worker Alimentation Law was published in the Extraordinary Official Gazette No 6,147 dated on November, 17th, 2014 by the Presidential Decree No 1393.

The Law was only reformed within the limits of both the implementation of this nourishing benefit and the norm regarding the specifications for food tickets and the Electronic Benefit Transfer for Food. Additionally, it provides specification on how the nourishing benefit is going to be adapted within those new limits. It will be adjusted as follows:

1. Nourishing benefit limits:

This benefit will have a limit equivalent to zero point fifty tax units (0.50 T.U) up until a zero point seventy five tax units (0.75 T.U) as the maximum limit.

It is important to remark that the monthly amount of this benefit, when granted by food tickets or Electronic Benefit Transfer, cannot exceed 40% of the amount total resulting from aggregating the total value of the benefit to the monthly wage of the worker.

2. Specifications that food tickets or Electronic Benefit Transfer must contain:

The specifications are the following:

- a) Corporate name of the job entity.
- b) It must have this statement: "This can only be used for paying food or groceries."

The partial or total trading of this ticket for money or other services is forbidden”.

- c) Worker Name.
- d) Expiration Date.
- e) Corporate name of the entity issuing this benefit.
- f) Food Tickets must have the value to be paid.

The holder of the Electronic Benefit Transfer for food will be able to check the available balance.

3. How can the benefit payment be adjusted to the limits established in the Reform?:

- a. When the nourishing benefit value ranges from 0.24 T.U to 0.50 T.U: In this case, the value is raised on a linear basis, that is to say, a 0.25 T.U increase is aggregated to the benefit.
- b. When the nourishing benefit value is more than 0.50 TU, but it is less than 0.75 T.U: In those cases, the benefit will be adjusted to its maximum level which is equivalent to 0.75 T.U.

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