

Mandatory transitory work regime



In Resolution N° 9855, dated July 19, 2016 and **published July 22, 2016** in **Official Gazette N° 40.950**, the People's Power Ministry for the Social Labor Process announced the creation of a transitory work regime that is mandatory both for public and private companies.

The purpose of this resolution is to contribute towards the reinforcement of production in the food and agriculture sector through the employment of temporary workers in those work entities subject to the measures established to strengthen their production.

The most relevant aspects of said resolution include:

1. For the purpose of complying with this regime, all work entities must provide the necessary personnel to be employed in various corn processing plants, with the intention of strengthening production in the food and agriculture sector.
2. Said workers must be in suitable physical condition and count on the practical and theoretical knowledge necessary to carry out their functions for a period of 60 days, which can be extended for an extra period of 60 days when deemed necessary. This is aimed at increasing production in work entities with a social interest within the food and agriculture sector.
3. As workers will be later subject to suspension of employment, they shall be guaranteed security of employment, which means they cannot be dismissed nor their original working conditions be changed without justified reason.
4. Once the suspension of employment occurs, workers are not required to render services in the original work entity, nor is the entity required to cover salary expenses; however, the original work entity must continue to fulfill obligations related to the Social Security System payments of temporary workers and to recognize the duration of the suspension of employment in their seniority for social benefit calculation purposes.

5. Workers employed under this resolution will receive their due salary and food benefits (Socialist Cestaticket) for each working day in the work entity requesting their services, which must be duly provided by the workers.

6. Once the suspension of employment has ended, workers may resume employment in the original work entity, under the same working conditions as they had until the suspension occurred.

This Resolution became effective from the date of its publication in Official Gazette on July 22, 2016.

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