



Labornet No. 1257

The Ban on Layoffs is Extended through December 31, 2021 in cases of termination without cause, for lack of work or reduction in operations, and due to force majeure, and also suspension for lack of work or reduction in operations and due to force majeure. Emergency Executive Order No. 413/2021.

Dear All,

We would like to inform you that the reference EO was published in the Official Gazette of June 28, 2021, whereby the ban on layoffs is extended through December 31, 2021 in the case of termination without fair cause, lack of work or reduction in operations and due to force majeure.

In addition, it is established that work suspensions due to force majeure, lack of work or reduction in operations are also extended through December 31, 2021.

Suspensions under the terms of article 223 bis of the Employment Contract Act [Ley de Contrato de Trabajo] are expressly excluded from this prohibition.

In those cases where this ban is breached, layoffs and suspensions will be null and void, and the existing employment and the respective current working conditions will remain unchanged.

The provisions of this rule do not apply to contracts entered into after the effective date of Executive Order No. 34/2019, and are not applicable at National Public Sector, as provided by Section 8 of Act No. 24156, as amended, regardless of the legal system that applies to staff at the agencies, organizations, companies, or entities that are part of it.

In addition, this ban does not apply to those who are governed by the legal system for workers in construction under Act No. 22250.

Finally, the provisions of Section 7 of Executive Order No. 39/2021 are also extended through June 30, 2021, for all the employees governed by Act No. 24557 on Workers' Compensation, who have been effectively working at their usual workplaces, outside their home.

This Executive Order becomes effective upon publication in the Official Gazette.

Best regards,

Paula Analía Babij

Luciana Almeida Huerta