



## INFORMATION ON EASTER BONUS AND ITS PAYMENT

- **In view of the measures for the corona-virus, what is the provision for Easter bonus?**

Easter bonus shall be paid in its whole by all business to all employees.

- **Is its full payment the rule for all businesses?**

Easter bonus is normally paid by:

- (a) All businesses that have not suspended their operation after governmental order,
- (b) All businesses that **do not belong** to the “affected” one, according to the ACN list.

These businesses have to submit Easter bonus to the employees within the deadline provided by Law.

- **When is the normal time for its submission?**

Easter bonus must be normally paid within the deadline provided by Law, that is not later than Holy Wednesday (April 15<sup>th</sup>).

The businesses that have either suspended their operation under governmental order or underperform and are explicitly included in the ACN list, must submit it to the employees not later than June 30<sup>th</sup>.

- **Can the employer pay Easter bonus in kind?**

Easter bonus is only paid **in money** and never in kind.

- **How is it calculated?**

The Easter bonus's amount is calculated based on the paid earnings of the 15<sup>th</sup> day before Easter Holiday.

- **What if the employer does not pay Easter bonus?**

If the employer does not pay Easter bonus until the expected date (Holy Wednesday April 15<sup>th</sup> for regularly operating businesses and June 30<sup>th</sup> for affected businesses), they will face **criminal charges**, according to L. 690/1945, as replaced by L. 2336/1995, art. 8 par. 1.

- **What happens with employees whose working contract has been suspended?**

To employees whose working contract has been suspended, Easter bonus shall be paid until June 30<sup>th</sup> the latest. The amount of Easter bonus that they will receive will be reduced and shall concern all working days of the contract **except for the days of the suspension period.**

The rest of the amount to be paid and is equal to the days of suspension shall be paid by the State Budget and not by the employer.

- **What is the basis of Easter bonus's calculation?**

In order to calculate the Easter bonus amount, we have to consider the way of payment of employees, that is either by daily wage or by monthly salary.

- **From when do we start calculating working time for receiving Easter bonus?**

Working time that is taken into consideration for receiving Easter bonus starts from January 1<sup>st</sup> up to April 30<sup>th</sup> of each year. Whoever works within this time period is entitled to receiving half their salary, if they are paid by monthly salary, or 15 daily wages, if they are paid by daily wage.

- **What happens if my working contract did not start, for example, on January 1<sup>st</sup> or did not last until April 30<sup>th</sup>? Am I entitled to Easter bonus?**

If I have worked for less time within the period from January 1<sup>st</sup> until April 30<sup>th</sup>, I am entitled to receive the proportion of Easter bonus that corresponds to the days that I have worked.

As mentioned above, for the period of suspension of the working contract in view of the measures for corona-virus, I will receive part of the Easter bonus by the State.

## Sources

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