

# Coronavirus information for the attention of domestic workers (updated on 09.04.2020)

## Introduction

Following the crisis triggered by the coronavirus, here is the latest information we can provide, but which is subject to sudden changes. The information is updated regularly on our website [http://www.cheques-emploi.ch/informations\\_coronavirus/](http://www.cheques-emploi.ch/informations_coronavirus/)

The Federal Council has not decreed generalized confinement of the population. Domestic work, therefore, is still authorized.

## Frequently Asked Questions

### 1. Q If the employer does not want you to work?

The employer pays your salary as if you had come to work as usual and cannot ask you to take vacation or make up the hours at another time.

### 2. Q If you decide not to go to work?

You are not entitled to your salary because it is your choice to give up your work, unless the employer does not comply with the hygiene regulations designed to protect you and does not take the necessary protective measures at your express request.

### 3. Q If your employer is sick or is a **vulnerable person**?

The employer must pay your salary as if you had come to work normally.

#### Vulnerable/at-risk persons are\*:

- persons aged 65 and over
- people who are already ill and who suffer from the following diseases in particular:
  - high blood pressure
  - diabetes, cardiovascular diseases
  - chronic respiratory diseases
  - weak immune system due to disease or therapy
  - cancer.

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#### **4. Q. If you are sick?**

The rules for paying your salary if you are unable to work apply in the same way as for any other illness.

Your employer pays your salary as if you had come to work normally:

- according to the Berne scale if the employer has not taken out loss of earnings insurance in the event of illness, i.e. 3 weeks in the 1st year of service, 1 month in the 2nd year of service, 2 months in the 3rd to 4th year of service, 3 months in the 5th to 9th year of service, 4 months in the 10th to 14th year of service, etc.).

or

- the first 30 days of illness, then, from the 31st day of absence - absence attested by a medical certificate - the loss of earnings insurance in case of illness (PGM) comes into play.

For more information: see on our website <http://www.cheques-emploi.ch/questions-reponses/>"What to do if my employee is ill".

#### **5. Q If your child is ill?**

Parents are entitled to a maximum of 3 days' leave to make appropriate arrangements and are paid according to the same rules as in the case of illness.

For more information: see on our website <http://www.cheques-emploi.ch/questions-reponses/>"What if my employee has to take care of his sick child".

#### **6.Q If you are a vulnerable/at risk (Q3\*) person**

Your employers are obliged to take the necessary organizational and technical measures to ensure compliance with the federal government's recommendations concerning hygiene and social distancing.

If you are unable to fulfil your professional obligations in accordance with this framework, your employer will grant you leave with continued payment of their salary.

You can assert that you are in a vulnerable position by making a personal declaration. The employer may request a medical certificate.

#### **7. Q Do you have to present a medical certificate or statement if you are vulnerable or ill?**

The obligation to submit a medical certificate should be relaxed, but please note that in the case of long-term illness, the start date of the incapacity for work (sick leave) which appears on the medical certificate is the one that will be considered for claiming benefits from the loss of earnings health insurance (PGM).

Only medical certificates attesting to an incapacity for work give an entitlement to the daily allowance paid by the loss of earnings insurance from the 31st day onwards. Medical certificates

stating that the employee is a person at risk do not entitle the employee to the daily allowance paid by the loss of earnings insurance. The employer pays the salary.

#### **8.Q If the employer's child is sick?**

The employer pays your salary as if you had come to work normally. He/she cannot ask you to take vacation or to make up the hours.

#### **9. Q Can my employer apply for Partial unemployment for domestic work?**

As the pandemic situation is completely new and extraordinary, Chèques-emploi has requested the authorities clarify their position regarding the possible coverage of domestic workers' salaries through the payment of partial unemployment RHT (Allowance for reduced working hours).

Unfortunately, in its press conference of 8 April 2020, the Federal Council announced that employers of domestic staff would not be entitled to apply for short-time working. It considered that an RHT application for this category of employees was too complex:  
<https://www.admin.ch/gov/fr/accueil.html>

#### **10. Q. If you are in quarantine?**

Persons in quarantine who have to interrupt their gainful employment are entitled to a maximum of 10 GPA allowances.

It is the employer who receives the allowance; he or she continues to pay your salary. The benefit is 80% of the average gross income from gainful employment in the last 3 months before the start of the entitlement.

The benefit is subsidiary, which means that if you are already receiving benefits from another social insurance (e.g. unemployment) or private insurance (e.g. loss of earnings insurance), you cannot receive this benefit.

#### **11. Q. What happened if you need to take care of your children after school closures?**

Parents of children under the age of 12 who have to interrupt their gainful employment because the care of their children by third parties is no longer provided (school or day-care center closures or care provided by a person at risk) are entitled to daily allowances paid by the APG. The entitlement ends when a solution for childcare is found or the measures to fight against coronavirus are lifted.

The benefit amounts to 80% of the average gross income from gainful employment in the last three months before the entitlement begins. Only one parent is entitled to the allowance. The allowance is subsidiary. If the entitled person is already receiving benefits from another social or private insurance, he or she cannot claim this allowance.

The allowance is paid to the employer, if the employer continues to pay the salary.

Instructions for completing the form:

[https://www.caisseavsvaud.ch/fileadmin/user\\_upload/doc\\_anleitung\\_corona\\_fr.pdf](https://www.caisseavsvaud.ch/fileadmin/user_upload/doc_anleitung_corona_fr.pdf)



Form to be completed online: [https://form.ahv-iv.ch/orbeon/fr/AHV-IV/318\\_758\\_vers\\_20-03-2020/new](https://form.ahv-iv.ch/orbeon/fr/AHV-IV/318_758_vers_20-03-2020/new)

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to be sent to the following address: [apgcovid@avs22.vd.ch](mailto:apgcovid@avs22.vd.ch)

The fund where Chèques-emploi is affiliated is the Caisse cantonale vaudoise de compensation AVS (22) and the affiliation number is 1500 799-60.

## **General information**

The precautions to be respected are those issued by the authorities. You can keep up to date via the websites of the canton of Vaud <http://www.vd.ch> and the federal government <https://www.admin.ch>.

The information above are based on the decisions of the public authorities and is not binding on EPER. The situation is changing from one week to the next and the information is changing rapidly.