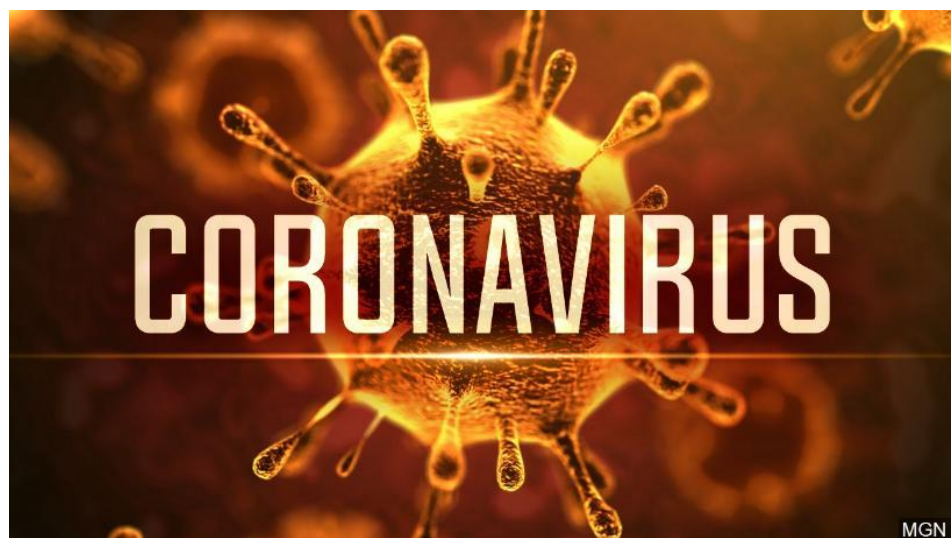


**HBN**  
**Newsletter**

- Edition 1
- Vol. 2

# IMPACT OF CORONAVIRUS

on the employment relationship



Dutch Caribbean, 2020

Due to the world-wide spreading of the Corona virus, governments around the world have taken (far reaching) measures to limit the spreading of the virus. Although only limited governmental measures had to be taken so far in the Dutch Caribbean, we understand that businesses are reviewing their options in case this virus will affect the Dutch Caribbean.

In this respect please note that the employer has the statutory duty of care towards its employees. This obliges the employer to ensure a safe and healthy (work) environment. The employer shall need to take all proportionate action to protect employees from infection. This obligation includes providing for good ventilation and hygiene products, providing (up to date) information regarding the coronavirus-outbreak and the possible effects that this could have on the company. It further includes implementing company policies on hygiene and absence due to sickness and/or (governmental) measures, such as:

- forced (home) isolation;
- forced examination;
- forced quarantine (including medical supervision) and/or
- forced prohibition to work.

Other possible governmental measures taken for national health reasons, include:

- (temporary) cancellations of incoming flights/ ships;
- (temporary) closure of business(es).

In this respect please note that the current laws on public health differ per jurisdiction within the Dutch Caribbean. Please contact

HBN Law & Tax for specific advice on the governmental measures that can be taken in your jurisdiction. We further advise on sick leave, working from home, reduction of working hours, reduction of salary, redundancy and the benefits of including a calamity clause in the employment agreement that covers the current situation.

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