

## Emergency Regulations Regarding Workplaces

On March 22, 2020, the government enacted the Emergency Regulations (Limiting the Number of Employees in Workplaces to Reduce the Spread of the New Coronavirus), 5720-2020 (“**Workplace Regulations**”), which limit the maximum number of employees allowed in a workplace. On April 19, 2020 several amendments were made to ease the restrictions. Further amendments to the regulations were adopted on May 2, 2020.

### Limiting the Number of Employees in Workplaces

#### The 30% limit

1. The basic limitation according to the Workplace Regulations is: **No more than 10 employees or 30% of the workforce, whichever higher, may be at a workplace at the same time.**
2. The management of each business or enterprise has the authority to decide which employees are at the workplace, in accordance with this limitation.
3. **Businesses who comply with the “Purple Standard”, as explained herein or industries which are exempt from the 30% limitation.**
4. An employer, who allows entry of employees into a workplace above the maximum limit, is subject to six months imprisonment or a fine up to NIS 14,400.
5. An employee whose employer informed him not to come to the workplace due to the limitations in the regulations, must not come to work at the workplace.
6. The employer is responsible for all of the following:
  - Questioning all people entering a workplace whether they have a permanent cough or high body temperature or have been in contact with a coronavirus patient during the previous 2 weeks. Any person who replied in the affirmative shall not be allowed to enter the workplace.
  - Monitoring body temperature in the entrance to all workplaces.
  - Keeping a distance of 2 meters from person to person in the workplace (where such distance cannot be maintained, the employer must take other measures to prevent infection).

- Each employee will be assigned with personal equipment as regularly as possible, including a keyboard, mouse, landline phone etc.; Equipment used by more than one person will undergo disinfection before each person-to-person transfer.
- Providing guidance to employees on compliance with hygiene rules, including hand-washing, as well as guidance that elevators in the workplace shall not be used by more than two passengers.

### **Exceptions to the 30% limit**

#### **The Purple Standard:**

7. As of 19.4.2020, an employer may allow more than 30% of the workforce to enter the workplace simultaneously if it complies with the following rules. The rules were published in the media under the term “Purple Standard” (however, the term does not appear in the regulations themselves).
8. There is no regulating body who officially provides a “Purple Standard” status, and there is no formal approval. **A Purple Standard is self-provided by a compliant workplace/employer.**
9. **We therefore recommend that you contact us with any questions regarding the applicability of the Purple Standard rules for your business.**

#### **In order to comply with the Purple Standard:**

An employer must appoint a supervisor to be responsible for maintaining the Purple Standard rules.

An employer must inform its employees of the rules by placing signs in the workplace.

The Director-General of any workplace and the appointed supervisor at the workplace must sign a compliance statement in the form provided in the regulations.

#### **The Purple Standard rules are as follows:**

- Questioning and body temperature measurement of all people entering the workplace.
- Maintaining social distancing and assigning personal equipment to employees.
- Complying with the relevant duties regarding wearing facemasks in public areas of the workplace.
- Prohibiting the entry of a person with body temperature of 38° C or higher.

- In office work - employees shall work in a permanent room or cubicle.
- No more than 2 employees in the same room up to 20 square meters. No more than 5 employees in the same room if larger than 20 square meters.

The restrictions on the amount of employees in a room do not apply if there is a partition between employees designed to prevent the transfer of particles from person to person.

- Meetings of up to 8 people and only in a room larger than 20 square meters.
  - Eating and drinking in the employee's permanent room, as far as possible.
  - Implementing a system to provide employees with the opportunity to perform work outside the workplace, as far as possible and relevant with the necessities of the workplace, and as far as the employer can implement such a system.
  - Keeping track (as far as possible in a digital manner) of the number of customers and suppliers in the workplace; of the number of questionnaires and temperature measurements and of the number of people who were not allowed to enter due to questioning or high temperature.
  - Working, as far as possible, with the same suppliers.
  - If the workplace provides shuttle services to and from the workplace, the same group of employees shall be assigned together in the same shuttle, as far as possible.
10. If an employee contracts the coronavirus in the workplace, as determined by the head of the Public Health Service or a district physician, the Ministry of Health will close the workplace, completely or in part, for a period ending at the end of the epidemiological investigation.

**Workplaces and Industries Exempt from the 30% Limitation:**

11. Several government ministries and governmental bodies are exempt from the 30% restriction.
12. **The Workplace Regulations specify several private industries that the 30% limit does not apply upon.**

**The industries that are currently excluded from the 30% limit are:**

13. The Financial sector; Energy; Water; Holocaust survivors' rights; Food and drinks; Freight, warehousing and customs clearance services; Agriculture; Toiletries, cleaning and cosmetics; Ports and shipping; Transportation; National Insurance Institute; Local authorities; Communication; Labor, welfare, immigration and absorption services; Environmental protection; Social equality; Religion and burial; Miscellaneous - Services of building maintenance and supply of services and products in various fields; Courier services; Housing; Healthcare, optics and pharma; Services supporting construction and infrastructure; Government service providers; Taxation and education; General - Additional support services; National service and civil service bodies; Other various services, including the provision of services and products required for the continued proper operation of the aforementioned areas of activity.
14. **Please note - your business may be included in the “Miscellaneous” or “General” fields, as well as other explicitly exempted industries. It is advisable to consult us with any questions regarding the applicability of the exemption to your business.**  
**For specific information regarding exempt businesses, please contact us.**
15. **The Workplace Regulations will be in effect until May 31, 2020**, but naturally, they are subject to changes subject to government decisions dealing with the spread of the Coronavirus.