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CNY holiday is approaching, to leave or not to leave?

Chinese New Year is approaching and your employees might be planning to travel back home or somewhere else in China. Unfortunately, the epidemic situation in China is getting serious, especially in northern cities (notably, the provinces of Hebei and Heilongjiang). In order to control the spread of the virus, local governments are encouraging people to remain in the cities where they currently work until situation improves. To this end, they have upgraded different anti-epidemic control policies.

In such context, what if your employees are unable to come back to work on time after the Chinese New Year holiday? How the companies can arrange the employees work and deal with their leave and salary? We highly recommend the companies to send a notice to all the employees before Chinese New Year with the following information:

- The seriousness of the epidemic situation and the current local epidemic prevention measures for travelers;
- Suggesting the employees to remain in the city they work during the Chinese New Year holiday;
- The consequences if the employees decide to travel and have to work remotely after Chinese New Year holiday or are unable to resume work due to anti-epidemic control policies (we suggest to reach an agreement with the employees regarding remote work, their salary and leave).

It is worth noting that this notice shall be not only acknowledged, but also accepted by the employees.

Current anti-epidemic control policies of Beijing and Shanghai for your reference:

[Beijing]:

- Travelers from high-risk areas in China to Beijing are subject to a 14-days centralized quarantine;
- Travelers from medium-risk areas in China to Beijing are subject to a 14-days home quarantine, except for travelers without residence having to do 14-days centralized quarantine;
- All the people, including travelers, who have been identified as close contacts to confirmed cases in Beijing shall be subject to a 14-days centralized quarantine + 7-days centralized quarantine/home quarantine based on the neighborhood committee's decision + 7-days health monitoring.

[Shanghai]:

- It is recommended for travelers from medium or high-risk areas in China to postpone their return back to Shanghai until these areas lower their risk levels. In spite of this recommendation, the

traveler coming to Shanghai shall report their arrival to their neighborhood committee or hotel within 12 hours;

- Travelers who comes from or goes through high-risk areas, or areas locked down by the local government, are subject to a 14-days centralized quarantine and two nucleic acid tests;
- Traveler who comes from or goes through medium-risk areas are subject to a 14-days home quarantine and two nucleic acid tests.

Please note that these measures are in force at the moment of the issuance of this notice. The companies shall remind their employees to check and report the policies implemented in the specific cities/districts/neighborhoods before the date planned to travel.

We will update this information if special circumstances arise.

DS remains available to assist you.

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