

## Terms of Termination Ban, Unilateral Unpaid Leave and Short-Time Working Allowance Have Been Extended Once Again

With three very recent Presidential Decrees published in the Official Gazette (31343) dated 23 December 2020 and the Official Gazette (31350) dated 30 December 2020:

- the terms set out for termination ban and unilateral unpaid leave, which were to expire by 17 January 2021, have been extended until 17 March 2021, and
- In regard to short-time working practices implemented in scope of COVID-19:
  - the term set out for the short-time working allowances granted to workplaces which had applied until 31 December 2020 in scope of COVID-19 has been extended until 28 February 2021, and
  - the application term for the period as of 01 January 2021 has been extended until 31 January 2021.

## Extension of Termination Ban and Unilateral Unpaid Leave

With the Presidential Decree 3344, published in the Official Gazette (31350) dated 30 December 2020, the termination ban and unilateral unpaid leave, which were to expire by 17 January 2021, have been extended for a further two months as of 17 January 2021.

However, the President is entitled to extend the termination ban until 30 June 2021, for a maximum of three months per extension.

## Extension of the Terms of Short-Time Working

Presidential Decree 3317, published in the Official Gazette (31343) dated 23 December 2020, provides that payment of the short-time working allowance for employers that applied for short-time working on grounds of compelling reasons due to COVID-19 until 31 December 2020 (inclusive) has been extended until 28 February 2021.

In addition to the above, as per the Presidential Decree 3316, published in the Official Gazette (31343) dated 23 December 2020, the application term for



workplaces applying for short-time working on grounds of compelling reasons due to COVID-19 in regard to the period as of 01 January 2021 has been extended until 31 January 2021.

Accordingly, at the time of writing, employers that applied for short-time working by 31 December 2020 and that fulfil the abovementioned requirements can benefit from the short-time working allowance until 28 February 2021. Also, the employers who did not to file applications by 31 December 2020 can apply for short-time working until 31 January 2021, for the period as of 01 January 2021.