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The situation caused by the corona virus causes a lot of changes, some of those work-related. Below are the answers to some of the most frequent questions that we have gotten. There is a possibility that these answers might change later.

*1. Can I get laid off (lomautus) starting immediately?*

If your employer has to close their business or reduce staff, you can be laid off (lomautus), which means a temporary leave without pay, during which you are in practice temporarily unemployed. The employer has the obligation to inform you 5 days before the start of the layoff (temporary measure because of the corona virus: normally this time is 14 days) and for these **5 days you should be paid a normal salary**. In principle, companies of less than 20 employees can give notice of layoffs immediately, without employee cooperation negotiations ("yt-neuvottelu"), but if the company has more than 20 employees, they have to organize an yt negotiation process. You should always receive a **written notice** of the layoff, with an estimation of how long the layoff will be.

*2. In what situation can the employer fire me or change my work contract for example from full time monthly salary to part time hourly salary?*

The employer can fire you on the same grounds as normally. In other words, it is not possible to fire anyone without a legal reason, and **this temporary situation is only grounds for layoffs, not termination of the employment**. If the employer has a legal reason to fire you, they have to pay your normal salary for the notice period (1 month, or 2 months if you have worked there for more than 5 years). However, if you are in your trial period (and a trial period has been agreed on in your work contract), your employment can be terminated effective immediately and without giving a legal reason, just like in a normal situation. Your employer can not permanently change your contract for example to part-time hourly salary, if you have had a full time monthly salary contract. If the employer needs to reduce staff working hours due to the corona virus, they can do it as a *partial layoff*. In this case, they still have to give you 5 days written notice of the partial layoff, during which you get your salary normally. In this case the written certificate of the layoff should state whether you are laid off partially so that your hours are reduced (for example from 8 hours daily to 4 hours daily) or you are laid off for some full days (for example if you normally work Monday-Friday, you will now work only Monday-Wednesday). **Do not sign any new work contract.**

*3. Can my employer force me to take my annual leave that I have collected between 1.4.2019-31.3.2020 immediately?*

**No they can't.** You have the right to have your paid annual leave during the annual leave period, 2.5-30.9.

*4. What do I do if I am laid off or fired?*

Please go to the TE office immediately to register as unemployed. Citizens of EU countries can do this electronically. After the 5 days of paid layoff notice, you are officially entitled to an unemployment benefit. You can apply for it at Kela or your unemployment fund after you have been unemployed/laid off for 14 days (so in practice, 19 days after your layoff notice or ending of your employment during your trial period or 1 or 2 months and 5 days after you have been fired). This applies also if you have been partially laid off.

*5. How does losing my job or income affect my own work-based residence permit extension, or my family's residence permit extension based on family ties to me?*

Nobody knows this yet. Generally, Migri will take into account only an unemployment benefit that comes from an unemployment fund (for example PAM/YTK). Migri does not take into account unemployment benefits paid by Kela.

6. *What do I do if I have further questions or my employer is not acting according to what was advised above?*

If you are a member of a labor union and you speak Finnish or English, you can contact the labor union advisory phone. You can also call or email the SAK employee rights advisory service, which doesn't require labor union membership (contact information: <https://www.sak.fi/en/working-life/immigrants> ). If you don't speak Finnish, Swedish or English and your question is not answered above, **please send your question to [help@riku.fi](mailto:help@riku.fi)** , and we will try to get an answer to it as soon as possible. The replies might take a longer time now that many authorities and labor unions are severely congested.