

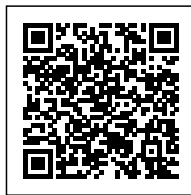
SCHOOL CLOSING AND EMPLOYMENT: VISCHER'S SUGGESTIONS TO CLIENTS

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The Swiss Federal Council has issued additional measures in relation to the new Coronavirus in order to protect the public health. As for **school closing**, employees and employers with children will have to find arrangements to deal with this emergency situation. Vischer [writes a blog](#) "5 Quick Answers on the Swiss School Closure". We'll summarize the main points below.

- Employees with children are entitled to stay home to arrange for care of their children at least for three days.
- These paid absences is a highly controversial topic to which there is very little relevant case law (for the three-days period absences should be paid).
- Employers cannot ask employees to take vacation for their absences as vacation's purpose is recreation.
- Employers don't have to cover extra costs such as external childcare (e.g. babysitter)
- Employers cannot impose home office for employees with children as well as employees don't have the right to access remote work unless there is a corresponding contractual provision.