

EMERGENCY EMPLOYMENT AND INCOME PRESERVATION BENEFIT (BEm) AND THE PREGNANT EMPLOYEE

► How is the situation of the pregnant employee when there is a proportional reduction in working hours and salary and/or temporary suspension of the employment agreement?

The pregnant employee can receive the BEm when the company chooses to reduce the working hours and the salary and/or suspend the employment agreement, observing the same rules foreseen in the Law for the other employees.

► Will pregnant women who have their working hours and salary reduced and/or suspension of the employment agreement have their employment guaranteed?

Law No. 14.020/2020 established that pregnant women have the right to provisional

employment guarantee for receiving the BEm will count from the end of the provisional employment guarantee period due to pregnancy. Job guarantee due to pregnancy starts with the confirmation of the pregnancy and goes up to 5 months after delivery.

► How about the maternity salary?

The pregnant employee who has had her working hours and salary reduced and/or has her employment agreement suspended and is receiving BEm is entitled to receive the maternity salary. In this case, the receipt of the BEm will be interrupted and the employee will start to receive the maternity salary in the amount of her full remuneration or the last salary contribution, that is, the full amount of remuneration she had before receiving the BEm.