

**AMENDMENTS TO THE
PUERTO RICO EMPLOYMENT SECURITY ACT AND
NEW MANDATORY NOTICE OF THE UNEMPLOYMENT
INSURANCE PROGRAM**

On May 26, 2020 Puerto Rico Governor Wanda Vazquez Garced signed Act 54-2020 to amend the Puerto Rico Employment Security Act, to:

- 1) allow the PR Secretary of Labor and Human Resources to provide unemployment benefits to applicants for the first week of unemployment (the normal waiting period) if the loss of employment is due to an emergency declared by the Governor or the President of the United States;
- 2) temporarily exempt laid off workers from the requirement to actively search for a new employment when the lay off is caused by such an emergency;
- 3) require employers to provide affected employees a notice describing the services and benefits available under the Unemployment Insurance Program, at the time the employee is laid off or if his/her regular working hours are reduced;
- 4) reduce in half the amount employers will pay for benefits attributable to unemployment claims submitted as consequence of the COVID-19 pandemic and which are paid with respect to unemployment weeks that begin on March 15, 2020 until the week ending on December 26, 2020.

On June 1, 2020, the Puerto Rico Department of Labor and Human Resources issued the new Notice that employers must provide to employees at the time of termination or reduction of regular hours of work. This Notice must be provided either in print or by electronic means. You may download and print the Notice at: [Mandatory Notice issued by PR Department of Labor and Human Resources](#)

If you have any question or concern, please contact us.

Alicia Figueroa Llinás
afigueroa@pmalaw.com
+1 (787) 274-5253

Juan C. Pérez Otero
jcperez@pmalaw.com
+1 (787) 274-5252

María Isabel Rey Cancio
mrey@pmalaw.com
+1 (787) 274-5243

Héctor Santaella Santé
hsantaella@pmalaw.com
+1 (787) 274-5254

Marcia C. Laurido Soto
mlaurido@pmalaw.com
+1 (787) 274-5247

www.pmalaw.com