

Caracas, January 6, 2016

**LABOR FLASH REPORT**

**Extension of Labor Dismissal Freeze for three years**

<b>Instrument</b>	<b>Date</b>	<b>Official Gazette</b>
<b>Executive Decree N° 2,158</b>	12-28-2015	6,207 Special Issue dated 12-28-2015

Purpose: A freeze on the dismissal of employees was decreed for a period of three (03) years starting from December 28, 2015 through December 28, 2018.

Below is an explanation of those who will benefit from the Decree:

- a). Employees hired for indeterminate periods of time after one (1) month of service to their employer;
- b). Employees under contract, for the period provided for in the contract.
- c). Employees hired for a specific piece of work as long as their obligation is not fulfilled.

Employees in supervisory positions and seasonal or occasional employees are exempted from the Decree.

Employees covered under the Decree may not be dismissed, demoted to a lower position or moved without fair cause, which cause must be previously approved by the Labor Inspection of the jurisdiction.

Yours truly,  
***Benson, Pérez Matos, Antakly & Watts***

José De Oliveira Parejo

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