

Caracas, January 3, 2018

FLASH REPORT – LABOR

1. LEGAL INSTRUMENT

Instrument	Official Gazette	Date
Decree No. 3,233. Increase in the basis for the calculation of the system for payment of Socialist Food Coupon (<i>Cestaticket</i>) for Workers	6,354 Special Issue	December 31, 2017

2. MINIMUM AND CEILING FOR THE SOCIALIST FOOD COUPON

The basis used to calculate payment of the socialist food coupon for workers employed in the public and private sectors has been increased to sixty-one Tax Units (61 T.U.) per day, multiplied by thirty (30) days per month, for a ceiling of the equivalent of one thousand eight hundred and thirty Tax Units (1,830 T.U.) per month. Given that the value of the Tax Unit is currently Bs. 300, this allowance now comes to **Bs. 18,300 per day or Bs. 549,000 per month (30 days).**

3. OBLIGATION

Employers in the public and private sectors must pay their workers the amount to which they are entitled for the socialist food coupon covered in Article 1 of the Decree preferably in the form of coupons or electronic food cards issued by a financial institution or establishment specializing in the administration and management of social benefits, without prejudice to the provisions of the Executive Decree Enacting the Socialist Food Coupon for Workers Act. Given that this benefit has no wage-related effects, no deductions may be made from this amount except for those expressly authorized by the worker for the purchase of goods and services under the framework of the social programs and missions for the satisfaction of their needs.

Employers in the public and private sectors that deliver the socialist food-coupon benefit to their workers using one of the systems provided for in sections 1 through 4 of the Executive Decree Enacting the Socialist Food Coupon for Workers Act must now do so in the form of an electronic food card or, preferably, in the form of coupons issued by a financial institution or establishment specializing in the administration and management of social benefits, as provided for in Article 3 of the above-mentioned decree.

4. ADDITIONAL TEMPORARY OBLIGATION

This new decree has eliminated the temporary measure provided for in Article 5 of Decree No. 2,833, dated May 1, 2017, published in Official Gazette Special Issue No. 6,296, dated May 2, 2017. That measure had changed the system for payment of the socialist food coupon, stipulating the obligation to pay the benefit in cash or by depositing the amount on the workers' payroll accounts, as provided for in Article 3 of that Decree. In this regard, the systems provided for in the Executive Decree Enacting the Socialist Food Coupon for Workers Act remain in force, preferably the one specified in this latest Decree.

With the prior approval of the Executive Vice-President, the People's Power Minister for the Social Process of Labor, bearing in mind the capabilities and conditions of the employers, and after consulting with the workers, for the purpose of facilitating the latter's benefit of the socialist food coupon, may issue a resolution whereby establishments or employers, either in general or for specific cases, will be under the obligation to pay all or part of that benefit using coupons or electronic cards, at his sole discretion.

5. EFFECTIVE DATE

The effective date of this Decree is **January 1, 2018**.

Yours truly,
Benson, Pérez Matos, Antakly & Watts

Carlos A. Godoy L.

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