

**SALARY PAYMENT STANDARDS IN THE PEOPLE’S REPUBLIC OF CHINA
DURING 2019 NOVEL CORONAVIRUS OUTBREAK**

Province	City	Salary Payment During National Extended Holiday (NEH): January 31–February 2, 2020	Date Operations to Resume	Local Extended Holiday (LEH)	Salary Payment for LEH	Payment for Employees Infected with COVID-19 and Employees with Suspected Infection Who Are Receiving Medical Treatment or Under Medical Observation and Termination Restrictions Under These Circumstances	Payment for Employees Who Are Not Infected but Cannot Return to Work Because of Restrictive or Emergency Measures Taken by the Government and Termination Restrictions Under These Circumstances	Payment to Employees When Employers Cannot Resume Operations After LEH	Special Payment/ Holiday Provided by Local Government or Others
/	Beijing	Employees should receive their regular salary. If any employees were asked to work during this period, they are entitled to compensatory time off (CTO) or pay at 200%.	2/3/2020	N/A (However, Beijing recommends that companies adopt a flexible work arrangement and arrange for employees to work from home between 2/3/2020 and 2/7/2020. If a company is unable to	N/A	The employer should pay employees their regular salary and may not terminate employment under these circumstances.	The employer may arrange for employees to take annual leave, or the employer should pay employees their regular salary and may not terminate employment under these circumstances. If an employee cannot return to work for an extended period of time (and presumably has exhausted his/her annual leave balance), then, pending consultation with the employee, the employer may suspend	If the employer cannot resume operations due to the COVID-19 situation, the employer can, pending consultation with employees, adjust their salary payments. (We understand that this is a general statement, and the municipal government may supplement the current emergency measures to clarify the requisite salary payment under	Before schools reopen, which date is currently set nationally for February 17, each family may have one employee/ family member stay at home to take care of underage child(ren) (a caregiver). The employer should pay the caregiver his/her regular salary and may not terminate employment during this time. If the caregiver is required to work from home, enhanced pay is not required.

				arrange for employees to work from home, it should arrange a flexible working schedule so workspaces are not crowded.)			the employee's work (because the employee cannot work remotely, such as a factory employee (待岗)), and the employer may then pay the employee no less than 70% of the Beijing minimum wage (currently, RMB 2,200/month).	these circumstances.)	
/	Shanghai	Employees should receive their regular salary. If any employees were asked to work during this period, they are entitled to CTO or pay at 200%.	2/10/2020	2/3/2020 to 2/7/2020	Employees should receive their regular salary. If any employees are asked to work during this period, they are entitled to CTO or pay at 200%.	The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the PRC Employment Contract Law (ECL).	The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.	If the employer cannot resume operations due to the COVID-19 situation, the employer should pay employees their full salary for the first full wage payment cycle. After the first full wage payment cycle, if the employer cannot resume regular operations, then the employer can pay employees at the minimum wage in Shanghai (currently, RMB 2,480/month).	N/A

Morgan Lewis

/	Tianjin	Employees should receive their regular salary. If any employees were asked to work during this period, they are entitled to CTO or pay at 200%.	N/A: Companies to remain closed until further notice.	N/A	N/A	The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.	The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.	If the employer cannot resume operations due to the COVID-19 situation, the employer should pay employees their full salary for the first full wage payment cycle. After the first full wage payment cycle, if the employer cannot resume regular operations, then the employer can pay employees at the minimum wage in Tianjin (currently, RMB 2,050/month).	N/A
Sichuan	Chengdu	Employees should receive their regular salary. If any employees were asked to work during this period, they are entitled to CTO or pay at 200%.	2/3/2020	N/A	N/A	The employer should pay employees their "salary" (from our understanding, this should be the regular base salary) during this period and may not terminate employment based on Article 40 or 41 of the ECL.	The employer may arrange for employees to take annual leave, pending consultation with the employees, and may not terminate employment based on Article 40 or 41 of the ECL.	If the employer cannot resume operations due to the COVID-19 situation, the employer should pay employees their full salary for the first full wage payment cycle. After the first full wage payment cycle, if the employer cannot resume regular operations, then the employer can pay employees who do perform work at the	N/A

Morgan Lewis

								applicable minimum wage, and for those who do not perform work, the employer can pay them no less than 70% of the applicable minimum wage. The minimum wage in Chengdu varies by district and ranges from RMB 1,650–1,780/month.	
Jiangsu	Suzhou	Employees should receive their regular salary. If any employees were asked to work during this period, they are entitled to CTO or pay at 200%.	2/10/2020	2/3/2020 to 2/7/2020	Employees should receive their regular salary and no enhanced payment (our understanding herein is pay at 200%) is required if any employees are required to work, such as work from home, during this period.	The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.	The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL. If an employee still fails to resume work after the government emergency measures end, the employer can arrange for the employee to take annual leave, pending consultation with the employee.	If the employer cannot resume operations due to the COVID-19 situation, the employer should pay employees their full salary for the first full wage payment cycle. After the first full wage payment cycle, if the employer cannot resume regular operations, then the employer can pay employees who provide work at the rate agreed by both parties, and pay employees who do not provide work at 80% of the minimum wage in Suzhou (currently, RMB 2,020/month).	N/A

Morgan Lewis

Guangdong	Shenzhen	Employees should receive their regular salary. If any employees were asked to work during this period, they are entitled to CTO or pay at 200%.	2/10/2020	2/3/2020 to 2/7/2020	Employees should receive their regular salary and are not entitled to an enhanced payment, even if any employees are required to work from home during this period.	The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.	The employer may arrange for employees to take annual leave after consulting with the employees, or the employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.	If the employer cannot resume operations due to the COVID-19 situation, the employer should pay employees their full salary for the first full wage payment cycle. After the first full wage payment cycle, if the employer cannot resume regular operations, then the employer can pay employees who provide work at the rate agreed by both parties, and pay employees who do not provide work at 80% of the minimum wage in Shenzhen (currently, RMB 2,200/month).	N/A
-----------	----------	---	-----------	----------------------	---	---	---	---	-----

Morgan Lewis

	Dongguan	Employees should receive their regular salary. If any employees were asked to work during this period, they are entitled to CTO or pay at 200%.	2/10/2020	2/3/2020 to 2/7/2020	Employees should receive their regular salary and are not entitled to an enhanced payment, even if the employees are required to work from home during this period.	The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.	The employer may arrange for employees to take annual leave, pending consultation with the employees, or the employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.	If the employer cannot resume operations due to the COVID-19 situation, the employer should pay employees their full salary for the first full wage payment cycle. After the first full wage payment cycle, if the employer cannot resume regular operations, then the employer can pay employees who provide work at the rate agreed by both parties, and pay employees who do not provide work at 80% of the minimum wage in Dongguan (currently, RMB 1,720/month).	N/A
--	-----------------	---	-----------	----------------------	---	---	--	---	-----

Morgan Lewis

<p>Zhejiang Province (includes Hangzhou)</p>	<p>/</p>	<p>Employees should receive their regular salary. If any employees were asked to work during this period, they are entitled to CTO or pay at 200%.</p>	<p>2/10/2020</p>	<p>2/3/2020 to 2/7/2020</p>	<p>Unclear based on current regulations. Supplemental regulations will likely be issued.</p>	<p>The employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.</p>	<p>The employer may arrange for employees to take annual leave after consulting with the employees, or the employer should pay employees their regular salary and may not terminate employment based on Article 40 or 41 of the ECL.</p>	<p>If the employer cannot resume operations due to the COVID-19 situation, the employer should pay employees their full salary for the first full wage payment cycle. After the first full wage payment cycle, if the employer cannot resume regular operations, then the employer can pay employees who provide work at the rate agreed by both parties, and pay employees who do not provide work at 80% of the local minimum wage (In Hangzhou, the minimum wage is currently RMB 2,010/month.)</p>	<p>N/A</p>
---	----------	--	------------------	-----------------------------	--	--	--	--	------------

We continue to closely monitor the issuance supplemental regulations and will update this chart periodically.

Contact

If you have any questions or would like more information on the issues discussed in this chart, please contact [K Lesli Ligorner](#).