

## AMCHAM NEWSLETTER APRIL 30<sup>TH</sup>, 2020

Dear **Amcham** Members and friends, in this our 6<sup>th</sup> week of confinement, Amcham is bringing together information for employers and employees during the Covid-19 crisis. We have been in contact with the different governmental agencies and here below is a round up of their latest information. Also in this issue, an interview with **Lex Delles**, SME Minister and Minister of Tourism.

**If any members or their friends have anything to contribute to our newsletter please do not hesitate to contact [jane@amcham.lu](mailto:jane@amcham.lu)**

### **1. An extra €2500 available for self-employed persons in a non-reimbursable amount:**

Direct link for the new Financial aid from the Government 24/4/2020:

<https://guichet.public.lu/fr/entreprises/financement-aides/coronavirus/aide-urgence-moins-10-salaries.html?fbclid=IwAR3b3yWA40KtpuFbeoKN6xF5wt7yJXRRGoU0d4DIYVnt52LdaGf5qhyOZng>

### **2. From Adem, for Employers: Bonuses for employees undergoing professional redeployment**

During the state of crisis declared by the Luxembourg government, companies relevant for the proper functioning, maintenance or supply may pay their employees a **bonus** (gratuity, supplement or accessory) to **thank them for having worked their hours despite the general call for containment, in the interest of the Luxembourg population.**

Under normal circumstances, for employees undergoing professional redeployment who are eligible for a compensatory benefit (indemnité compensatoire), each bonus payment is taken into account in the calculation of the monthly salary and results in a reduction of the compensatory benefit thus cancelling the effect of the bonus payment.

In order to avoid this reduction in income, a new regulation makes it possible to derogate from this during the crisis and not to take the bonus payment into account for the calculation of the new monthly income. Thus, employees undergoing professional redeployment can receive these amounts as a supplement.

In order to facilitate the payment of compensation benefits for persons undergoing professional redeployment, these bonuses will have to be clearly identified on the salary slips with the mention **"COVID-19" (21/4/2020)**

### **3. Also from Adem, For Employers: Suspension of the Trial Period in Businesses affected by the crisis**

In the context of the Covid-19 crisis, the Government has decided to suspend the trial clause in the following contracts:

permanent employment contracts;  
fixed-term employment contracts;  
apprenticeship contracts;  
assignment contracts.  
This measure applies:

to companies and their employees affected by the closure decisions taken by the Government;  
to companies and their employees admitted to short-time working in the event of force majeure due to Covid-19.  
The trial period is suspended from:

the effective date of the government decision taken on 18 March 2020; or  
the admission of the employee concerned in the special short-time working scheme. The portion of the trial period remaining to be served shall resume the day after the end of the state of crisis.

### **4. The Chamber of Commerce and its House of Entrepreneurship have announced the new #ReAct project to provide support to businesses impacted by the COVID-19 health crisis.**

Please find the English version of the press release at the following link:

<https://www.cc.lu/en/news/detail/react-launch-of-new-support-programme-for-businesses-1/>

### **5. Reactive vs proactive: using the crisis to reset our leadership focus a short reflection from Sylvia Rohde-Liebenau**

Our days are busy. There is a never-ending avalanche of demands, challenges to be addressed, and opportunities to be seized. Where to focus, what has priority ?

One of the most useful models I know is Stephen Covey's (not Eisenhower's) important-urgent matrix. Which in essence says: "while we believe that our priority should be what's both important and urgent, the truth is that highly effective people dedicate a great share of their attention to what is important, and not (yet) urgent. It is the difference between firefighting and true leadership. The difference between being reactive and proactive. The difference between busy-ness and success.

COVID 19 and the disruption it is creating for our work and organisations is an invitation to revisit our leadership. The matrix is a perfect tool to do so. And a perfect tool to create a proactive stance for moving out of and beyond the immediate crisis. In concrete terms: when YOU look at your business, or your role in the organisation: what are the key challenges, and the most important goals? Where do you actually spend most of your time ? And: how can you move from crisis mode to proactive leadership?

If you want to use this, here is what to do: Take a pen, draw the matrix, and write on top of it your three most important goals for the coming year - they give guidance on the urgent / important. Then complete the matrix:

- Where do you spend most of your time, in each quadrant ?
- What does the overall picture tell you ?
- Which activities in the not urgent / not important will you eliminate ?
- Which important / not urgent activities will you take up or reinforce ?
- Start doing them. Today.



*Sylvia Rohde-Liebenau is a leadership coach here in Luxembourg, working for the European Investment Bank and in private practice. You can contact her on LinkedIn or via her website [www.connect4impact.eu](http://www.connect4impact.eu) ; [sylvia@connect4impact.eu](mailto:sylvia@connect4impact.eu)*

**6. Our Amcham Chairman was pleased to have the opportunity to interview the Minister of Small and Medium size Enterprises and expresses his appreciation to Minister Delles for the following interview." 28/04/2020**



***Amcham - Minister Delles, in this time of crisis many small enterprises are struggling to survive. What specific supports and subsidies is the government offering to help these enterprises?***

**Minister Delles** – “In the context of the Covid-19 crisis, the government has set up a stabilization plan for the economy. The General Directorate for Small and Medium-Sized Enterprises has adopted specific supports and subsidies to support small enterprises and help them get back on their feet.

Firstly, in order to provide prompt support, businesses with no more than 9 employees and a valid permit can apply for an immediate and non-refundable financial aid of 5.000 €. Other than for those in self-employment, this aid is only intended for businesses which had to interrupt their activity following the entry into force of the regulation of 18 March 2020 to combat Covid-19. In addition, the business must have an annual turnover of a minimum of 15.000 € to be eligible for this aid.

Furthermore, small enterprises such as commercial, craft or industrial businesses, can also apply for repayable financial aid to compensate for temporary financial difficulties cause by the COVID-19 crisis. In order to determine the exact amount of emergency aid for small businesses, we take into account the allowable costs (personal expenses and rental costs) of the business during the period of 15 March until 15 May 2020. The aid amounts to a maximum of 50 % of the allowable costs.

Only a few days ago, the General Directorate for Small and Medium-Sized Enterprises introduced additional measures, which support commercial and craft micro-undertakings. It is aimed at those businesses, which were required to close their establishments and have not been authorized to resume their activity. They can now apply for a supplementary second emergency allowance of 5.000 €, in addition to those granted by the Grand Ducal regulation of 25 march 2020.

At the same time, the 5.000 € emergency allowances now also apply to those SME, which were not affected by a closure, yet have suffered a major loss in turnover as a result of the pandemic.

Lastly, the Ministry of the Economy also set up a short-term working scheme, (chômage partiel) for businesses that had to partially or fully cease their activities.”

***Amcham - What about small businesses that don't meet the criteria and have, for example, more than 9 employees?***

**Minister Delles** – “In order to help all those that contribute to our economy, we have also introduced an emergency allowance for businesses with 10 to 20 employees. This new allowance is intended for those who have suffered major losses as a result of the pandemic, without needing to close their business.

In order to be eligible, businesses need among others, a valid business permit, be affiliated as employers and have an annual turnover of at least 15.000€. The amount of the allowance is limited to 12,500 €.”

***Amcham - Self-employed persons are also struggling during this crisis. What support are they getting?***

**Minister Delles** – “I am fully aware that self-employed people face an equally difficult situation, hence why we have introduced an emergency allowance to support them. A certified tax-free emergency allowance of a single flat-rate cash payment of 2.500 € is granted to those who are self-employed and are registered as such with the Luxembourg social security scheme. It is available to those who are self-employed traders, craftsmen or intellectual workers, as well as for managing partners holding a business permit.”

***Amcham – Will there be further support measures?***

**Minister Delles** – “We are constantly re-evaluating the virus’ impact on our economy and I am convinced that we will be able to give the all clear for further emergency aid measures very soon. The government is currently working on further large-scale emergency allowances to support the SME. Our aim is to support those businesses that need help in the long-term.

Other criteria for eligibility include holding the necessary authorizations for carrying out their activity, employing less than 10 people, as well as the registration with CCSS in a self-employed capacity by 15 March 2020. The self-employed worker’s income used as the basis for calculating the social contribution for 2019, and any pensions paid by a pension insurance body must not exceed the sum of 2,5 the social minimum wage. It is important to note that the repayment of the aid is not required.

In addition, the government also supports the self-employed with a repayable financial aid to compensate for temporary financial difficulties caused by the COVID-19 crisis. This aid is available to self-employed workers who are established in Luxembourg and carry out their main activity in a self-employed capacity. This

includes among others scientific, artistic or literary activities, as well as lawyers, chartered accountants, architects or consultant experts. In order to calculate the exact aid for each self-employed worker, we take into account the personal expenses and rental costs of the business for the months falling with the period of the 15 March until the 15 May 2020.

Lastly, self-employed workers whose number of staff does not exceed 9, can also apply for **immediate and non-refundable financial aid of EUR 5,000.**"

### ***Amcham - Do you have a message for SME's?***

**Minister Delles** – "The COVID-19 pandemic is an unprecedented and major economic challenge, but I am convinced that we can overcome this crisis together. The Luxembourg government is ready to take all necessary measures to support businesses in difficulty. Small and medium-sized enterprises are a crucial pillar of our economy and they play an important role for our economic growth. We are fully aware that it will take time to restart the economy and gradually go back to where we were, this will not happen from one day to the next. I am convinced that as a government we can rise to this challenge by offering the much-needed support that SME's require to kick-start their activities. SME's should know that the government is doing everything in its power to support them in these challenging times."

More information is available on the website <https://guichet.public.lu/en.html>, section coronavirus

**Many thanks to Minister Lex Delles for the interview!**



7.

### **KFC Original Recipe Chicken**

**KFC Original Recipe Chicken uncovered by a food reporter from Colonel Sander's nephew and republished with all 11 herbs and spices to make picture perfect KFC chicken at home!**

Ingredients

- 2 cups all-purpose flour
- 2/3 tablespoon salt

- 1/2 tablespoon dried thyme leaves
- 1/2 tablespoon dried basil leaves
- 1/3 tablespoon dried oregano leaves
- 1 tablespoon celery salt
- 1 tablespoon ground black pepper
- 1 tablespoon dried mustard
- 3 tablespoons paprika (original recipe calls for 4 tablespoons)
- 2 tablespoons garlic salt
- 1 tablespoon ground ginger
- 3 tablespoons ground white pepper
- 2 teaspoons Accent Seasoning , optional (I left this out)
- 1 cup buttermilk
- 1 large egg
- 1 chicken , cut into 10 pieces (2 wings, 2 legs, 2 thighs and 2 breasts each cut in half to make 4 breast pieces)
- vegetable oil for frying

US Customary - Metric

Note: click on times in the instructions to start a kitchen timer while cooking.

1. Add the spices to a small food processor until they're all uniform in size and the thyme, basil and oregano aren't larger in size anymore.
2. Add the flour in a bowl with all the herbs and spices and mix with a whisk.
3. In a second larger bowl add the buttermilk and egg together and whisk until combined.
4. Add the chicken to the buttermilk mixture for 20-30 minutes.
5. Remove chicken from the buttermilk soak and let any excess buttermilk drip off.
6. Dredge the chicken pieces in the flour mixture on all sides, then shake off the excess coating.
7. Let it rest on a cookie sheet for 20-30 minutes.
8. Add oil to a deep fryer or a large pot that is at least 5 inches high so that the chicken can be fully submerged.

9. Heat the oil to 350 degrees and fry in small batches for 15-18 minutes.
10. Remove the chicken from the oil and add to a drying rack on top of a clean cookie sheet.
11. If you add it to a paper towel or newspaper the bottom of the chicken will steam from the heat and become soft.

#### Recipe Notes

So here it is, in all its glory. I did make a couple of adjustments in my side by side comparison during recipe testing. More details of how/why available in the post above this recipe card.

I ditched the MSG.

I reduced the paprika by 1 tablespoon.

I pulverized the thyme, basil and oregano in my small food processor.

I added more oil

**Thanks so much to the awesome folks at the Chicago Tribune for this KFC Original Recipe Chicken "copycat."**

#### **8. What is AMCHAM? For those of you who are new to Amcham and don't know what we do. Find the links below with our mission statement and application form.**

<https://www.amcham.lu/about-us/mission-statement/>

Application form to join: <https://www.amcham.lu/wp-content/uploads/2020/01/Membership-application-form.pdf>

**AMCHAM offers to each of you and your families our best wishes for your health and happiness. Be strong. Stay connected with your families and friends by phone and email. Use this time wisely and productively so you come out of this crisis stronger than when you started.**

**If you need us, we are here and will do all we can do to help.**

**With respect and our very best regards,**

**Your AMCHAM team**