



PETERKA PARTNERS

THE CEE LAW FIRM

COVID-19 and Employment - home office and other related matters

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PETERKA&PARTNERS LAW FIRM

COVID-19 Help Desk:



COVID – 19: legal aspects

What the employer can do on its own discretion?

Can the employer ask someone to stay home for 14 days (estimated incubation period)?

- ✓ no symptoms
- ✓ flu symptoms

Can the employer ask/order all/certain employees to use paid leave?

- ✓ paid leave for past periods
- ✓ paid leave for everyone
- ✓ suspension of the working process

COVID – 19: legal aspects

How the employer can reorganize the working process?

- ✓ Home office
- ✓ Flexible working time
- ✓ Shifts
- ✓ Part-time work

Practical aspects:

- ✓ Reorganization of the work place
- ✓ Cancel/reschedule business travels
- ✓ Limitation of meetings, events, etc.

Panic employee/s

Quarantine

Any questions you may have?



Czech Republic Slovakia Ukraine Bulgaria
Russia Poland Romania Belarus Hungary

Home office

Legal framework:

- ✓ Labour Code: general rules
- ✓ State of emergency: special rules to be adopted

“Home office” or “work at home”?

Special characteristics of home office:

- ✓ Voluntary (must be agreed)
- ✓ Mixed mode: office + home office

Home office: risks

- Work discipline**
- Data breaches and unauthorized access**
- Health and safety:**
 - ✓ Instructions
 - ✓ Work accidents
 - ✓ Checks from the Labour Inspectorate

Home office: practical issues

Implementation:

- ✓ Detailed rules in the labour contract
- ✓ Referring to internal policy/rules for some points
- ✓ Unilaterally from the employer in case of state of emergency

Workplace – how to be defined?

Covering expenses

Home office: practical issues

- Assignment and report of work
- Possibility for exclusion in the labour contract of:
 - ✓ Overtime
 - ✓ Night work
 - ✓ Work on national holidays
- Equipment insurance

More questions?



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Take care and stay at home!

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