

CHANGES IN THE LABOUR CODE RELATED TO THE QUARANTINE MEASURES

COVID-19

CONTENT

- 1 Home office – performance of work under contract from another place
- 2 Obstacles at work on the employer's side
- 3 Worktime scheduling
- 4 Paid Leave
- 5 Obstacles at work on the employee's side



HOME OFFICE

PERFORMANCE OF WORK UNDER CONTRACT
FROM ANOTHER PLACE

1 HOME OFFICE - PERFORMANCE OF WORK UNDER CONTRACT FROM ANOTHER PLACE

SPECIAL MEASURES AT THE TIME OF THE STATE OF EMERGENCY

❖ CONDITIONS:

§250b part 2 Labour Code (LC)

- At the time of the State of Emergency (SoE) and two months after the state is lifted
 - **Employer is entitled** to assign work performance from an employee's home if the nature of assigned work allows it
 - **Employee has right** to perform work from his/her home if the nature of assigned work allows it and there are no severe operational reasons on the employer's side which would prevent performance of work



OBSTACLES AT WORK ON THE EMPLOYER'S SIDE

2 OBSTACLES AT WORK ON THE EMPLOYER'S SIDE SPECIAL MEASURES AT THE TIME OF THE STATE OF EMERGENCY

❖ CONDITIONS :

- **§250b part 7 LC – AMOUNT OF WAGE COMPENSATION CHANGE**
- **The employer is unable assign work at all or partially** because its operation has been closed or limited **due to the state of emergency**. As a consequence of this situation:
 - The employer has been forced to close or limit its operation by the competent authorities
 - The employer has been forced to close or limit its operation to protect health of employees
 - Decline of orders and outage of supplies
- **The employer is entitled to provide a wage compensation lower than 100% but no less than 80% of employee's average wage (this amount cannot be lower than the minimum wage)**



WORKTIME SCHEDULING

3 WORKTIME SCHEDULING SPECIAL MEASURES AT THE TIME OF STATE OF EMERGENCY

❖ CONDITIONS : §250b part 4 LC

- At the time of State of Emergency (SoE) and two months after the state is lifted:
 - The Employer **is obliged** to announce the worktime schedule to an employee at least **two days in advance**, unless they agree on shorter notice
 - The Employer **is obliged** to announce the worktime schedule to an employee **with validity of at least one week**



PAID LEAVE

4 PAID LEAVE

SPECIAL MEASURES AT THE TIME OF STATE OF EMERGENCY

❖ CONDITIONS :

§250b part 5 LC

- At the time of State of Emergency (SoE) and two months after the state is lifted:
 - The Employer **is obliged** to notify an employee about ordered paid leave **at least 7 days in advance**, this period may be shorter with an employee's consent
 - The Employer **is obliged** to notify an employee about ordered paid leave, in case of **untaken** leave (§ 113 part 2), **at least 2 days in advance**, this period may be shorter with an employee's consent



OBSTACLES AT WORK ON THE EMPLOYEE'S SIDE

5a

OBSTACLES AT WORK ON THE EMPLOYEE'S SIDE

SPECIAL MEASURES AT THE TIME OF STATE OF EMERGENCY

❖ CONDITIONS:

§250b part 6 LC

- At the time of State of Emergency (SoE) and two months after the state is lifted, the **employer excuses the work absence** of an employee **during his/her significant personal obstacle at work** :
 - Quarantine measures and isolation
 - Personal and all-day care for a sick family member
 - Personal and all-day care for a natural person
- Under the above-mentioned conditions the person is **recognized as unable to work and the same protection shall be secured** as to an employee who is temporarily unable to work.

5b

OBSTACLES AT WORK ON THE EMPLOYEE'S SIDE

SICK PAY

❖ CONDITIONS:

§250b part 6 LC

- The employer is able to assign work (home office is not possible)
- An employee does not receive wage but receives sick pay during the whole period of isolation (quarantine) – considered as unable to work
- According to **§ 293er Act No. 461/2003 Coll.** (Provisions for the period of State of Emergency related to COVID-19 disease Social Insurance Act)
 - Sick pay is calculate as **55% daily assessment basis**
 - Sick pay is paid **from the first day by the Social Insurance Company**

SARIO

SLOVAK INVESTMENT AND TRADE DEVELOPMENT AGENCY

SARIO

Trnavská cesta 100
821 01 Bratislava, Slovakia
www.sario.sk

E: covid19@sario.sk



The content of this document is protected by copyright. The use of texts and images, or even their extracts without the written permission of SARIO is a violation of the provisions of Act no. 185/2015 Coll. Copyright Act and is therefore illegal. This applies particularly to their reproduction, distribution or use in electronic systems. The contents of this presentation cannot be, even partially, copied for commercial purposes, distributed, altered or provided to third parties. Please note that some of the images in this document may be subject to copyright of third parties.

Please note that the material's goal is not to provide exhaustive information on all relevant measures adopted due to the COVID-19 pandemic. SARIO's materials and other data on economic measures are for information purposes only. SARIO does not bear any responsibility related to their completeness or accuracy. SARIO does not provide legal opinions or interpretations on the measures in question. For more information, we advise to contact the entity responsible for the implementation or administration of the given measure.