

CMS Employment Snack

Bezpečný návrat na pracovisko, vakcinácia
a testovanie

Prednášajúci



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Oprávnenia zamestnávateľa

Zamestnávateľ môže:

- testovať na pracovisku (so súhlasom)
- vyslať zamestnanca na služobnú cestu (podľa ZP) a znášať náklady na testovanie pre príjazd do danej krajiny
- vyžadovať prekrytie horných dýchacích ciest v súlade s vyhláškou o protiepidemiologických opatreniach
- požadovať informácie o COVID-19 zaočkovaní od iných osôb ako zamestnancov pri ich vstupe na pracovisko

Zamestnávateľ nemôže:

- požadovať informácie o COVID-19 zaočkovaní
- nariadiť COVID-19 očkovanie
- uložiť zamestnancovi povinnosť testovania
- požadovať informácie o výsledkoch testov
- zamestnancom nezaočkovaným proti COVID-19 nemôže zabrániť vo vstupe na pracovisko, odmietnuť prideliť prácu, nariadiť plnenie iných pracovných úloh

Novela Zákonníka práce v legislatívnom procese

- plánovaná účinnosť od 1.8.2022
- cieľ novely: transparentné a predvídateľné prac. podmienky, rovnováha medzi pracovným a súkromným životom
- nové informačné povinnosti a spôsoby poskytovania informácií o podmienkach práce (aj elektronicky)
- právo zamestnanca žiadať prechod na inú formu zamestnania (napr. z určitej doby na neurčitú, z kratšieho p. času na ustanovený týždenný p. čas)
- otcovská dovolenka
- úložná lehota zásielky (10 dní)



HYBRID model

Nový normál

Ako na to?

Transparentnosť
Digitálna transformácia
Diverzita
Dôvera & vzťahy
+
„Nový kontrakt“



Vyplňte prosím náš formulár spätnej väzby, ktorý sa automaticky otvorí po ukončení tejto prezentácie a v ktorom môžete pridať svoje ďalšie otázky.

Vaša spätná väzba je pre nás veľmi dôležitá.

CMS Law-Now™

Využite náš bezplatný právny informačný systém.

Prihláste sa na odoberanie právnych novínok na rôzne témy, ktoré Vám budú doručené emailom.

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Spotlight on Labour Law
Changes in the legal landscape that affect your business

The 2021 amendment to the Slovak Labour Code

Most of the changes concerning working at home, meal allowance, and trade union activities will come into force on 1 March 2021. Some other changes, such as the one allowing dismissal due to retirement age, will not take effect until 1 January 2022 or 1 January 2023.

The amendment to the Labour Code addresses several issues that both employees and employers have struggled with in practice. In the following, we provide an overview of the most important changes, recommendations on how to implement them, and warnings about some practical details that the amendment has not resolved.

[Read More](#)



Spotlight on Environment & Energy
Changes in the legal landscape that affect your business

Application for extension or amendment of a decision issued under the Slovak Act on Waste

With effect from 1 July 2021, applications for the issue of a decision, extension of the validity of a decision or an application for amendment of a decision issued under the Slovak Act on Waste are to be submitted electronically through the so-called Waste Management Information System (ISOH).

It is still unknown whether the ISOH will technically allow the submission of such applications on 1 July itself. If not, applications will continue to be submitted via the portal www.slovensko.sk.

Prístup k know-how



CMS Guide to Employment Issues in M&A Transactions

This Guide provides a comprehensive overview of the employment law requirements to be taken into account when dealing with an M&A transaction in any one of 31 jurisdictions. This guide offers a valuable resource to help with the planning necessary to manage risk and avoid major problems during every stage of the integration process.



On Your Radar

Regular newsletter focusing on– Key Employment issues across Europe and beyond



CMS Guide to Dismissals

Created to assist an employer in anticipating all the possible courses of events when the decision has been made to terminate an employee or dismiss a managing director, the Guide offers you an overview of potential termination procedures.



CMS Expert Guide on Sexual Harassment in the Workplace

How does the law regulate workplace harassment on a global scale? Significant variations exist in relation to an employer's legal obligations around the issue. Do you want to know more about approaches taken across the globe or gain an understanding of the nuances of the law in different jurisdictions? See what the report from over 25 jurisdictions has to say on the matter.



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