



Information about coronavirus (COVID-19) and rights of employees

Our consultations will continue normally. In order to avoid unnecessary contagiousness, we will avoid physical touching, including handshakes.

Please try to transfer documents and papers electronically to the best of your abilities.

You may reach us via phone as usual regarding all matters and cases.

If you have questions about dealing with work matters during the current coronavirus situation, please give us a call.

Source: [DGB Pressemitteilung 6.3.2020](#) and own adaptation of BemA.

1. Am I allowed or supposed to stay at home?

There is no clear answer to this question. We differentiate between two situations:

- Refraining from work for fear of an infection is not recommended. Employers are within their rights to express termination warnings or even terminate you.
- If a person close to you or within your social circle has been tested positive for the coronavirus, you may stay away from work due to a temporary, personal indisposition.
- In this case, you will still get paid. Doctors must notify the health ministry of individuals carrying the coronavirus.
- If you are sick – coronavirus or else – you must stay at home, just like you would in the case of a regular sickness. Your employer must continue paying wages.

2. In case of a coronavirus infection:

Careful: If you have been diagnosed with coronavirus, you should inform your employer as well as colleagues in order to ensure protection and precaution. This will also help contain the spread of the virus.

3. Are you required to go on a work trip to region with high numbers of corona cases?

In general, your duty to work extends to work trips.

You are not obliged to travel to regions that have officially been classified as high-risk. Official institutions include health ministries, police or your communal districts.

Please check out the website of the Robert-Koch-Institute for updates about current regions at risk. ([LINK](#)).



4. What happens if my company or production facility suffers because coronavirus has interrupted supply chains and work flow?

Employers may apply for short term work (Kurzarbeit). This is a form of work that temporarily reduces employees' work hours. Your salary will then be paid to you by both employer and employment agencies (Arbeitsagentur). This is called short term work wage (Kurzarbeitergeld). Your employer must declare Kurzarbeit at an employment agency.

Without Kurzarbeitergeld your employer is not allowed to simply send you home. Your employer must not force you into a leave of absence against your will. This is illegal.

If your employer asks you to sign a paper that you don't understand, do not sign it! If your employer asks you to sign a leave of absence, think carefully about whether you want to. Legally you do not have to.

Your employer is not allowed to use up hours of your time sheet/record in case of a leave of absence. They must always ask for your approval.

If your employer decides to lock down the company or production facility, they must continue paying your wages for that time.

5. Officials have quarantined my company and required it to lock down. Will I continue receiving wages even if I am not sick?

If your company or production facility has been quarantined or asked to lock down, you will continue receiving wages. After 6 weeks your insurance provider will continue paying your wages.

6. What happens to my work and my salary if schools and children day-cares are locked down? May a stay at home and will I continue receiving wages?

If your child is sick, regular laws apply: You may take a leave of absence on account of your child's illness. Insurance providers will continue payin for 10 days. Single parents will receive sickness benefits for 20 days.

For a short time period, employees will receive continued wage payment by employers.

7. what precautionary measures does my employer have to take in order to protect me from coronavirus?

By law, employers have a duty to ensure care and welfare. This is called Fürsorgepflicht. For example, this includes providing hand sanitizing products. Your employer must also provide information about protection and hygiene regulations and make necessary resources and materials available.



Links:

Informationen Bundesgesundheitsministerium (Deutsch, Englisch)

<https://www.bundesgesundheitsministerium.de/coronavirus.html>

Informationen zu aktuellen Entwicklungen weltweit und für Deutschland (Deutsch)

<https://www.tagesschau.de/ausland/coronavirus-karte-101.html>

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Das Projekt BemA wird gefördert durch:

Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales und den Europäischen Sozialfonds gefördert.



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Träger beider Projekte ist: