

Coronavirus - Lessons from the COVID19 crisis: How to prepare for the crisis or a second wave? - Slovakia

The first wave of the COVID19 crisis has swept over us and the intensity of the measures has probably surprised us all. The closure of companies, borders, public institutions and schools, curfews and mandatory masks, home office and empty office buildings, extinct streets were something very few people could imagine 5 months ago.

Because the crisis - which nobody expected - revealed weaknesses in contracts, relationships with suppliers and customers, in the HR area and many other areas.



In order to better deal with the consequences of the crisis and to be better prepared for the next crisis, it is now the best time to review and adjust existing contracts, trade relationships, organizational and personnel solutions.

Labour law - what to do:

- if the authorities suddenly close the business?
- if the business has to be closed due to economic circumstances, especially if there are problems in the supply chain?
- if you want to order employees home office or vacation?
- in the event of a sudden absence of workers (due to illness, quarantine, taking care of children, etc.)?
- if there is an increased risk of infection in the workplace, adjustment of the operating regulations (BOZP)?
- when organizing the return to work?
- with the changed expectations of employees for more flexibility and home office?
- so that at least part of the workforce can be released without severance pay?

State measures and their end

- what measures are there and for how long?
- plans for after the end of government measures?

Review of contracts

- vis maior (vis major) clauses in the event of a pandemic.
- possibility of termination of contracts?
- what if it is impossible to fulfill due to official interventions such as the closure of companies or borders?
- M&A: Can deals be topped based on vis maior?

Relationship with suppliers and customers

- diversification among suppliers (number and regions and a significant proportion of suppliers from CEE)
- effectiveness of retention of title
- protection in the event of a pandemic (advance payments, credit, lien, retention of title, etc.)
- fixed prices vs. Opportunities if the business basis ceases to exist (vis maior)
- debt collection?
- what to do in the event of supplier / customer bankruptcy?

Cash Management - Bankruptcy Temporary Protection

- what to do if there is a liquidity shortage?
- measures and obligations if bankruptcy threatens in your own company or with contractual partners
- possibilities of insolvency moratorium in the Czech Republic or temporary protection in Slovakia in practice?

Business organization

- duties and responsibilities of the managing directors during the crisis
- how do the bodies of company function during the crisis?
- is there a general crisis plan for the entire company?

Real estate law

- consideration of pandemic scenarios in rental contracts
- rent payments in case of COVID measures
- state measures such as payment moratorium and state subsidies

Privacy

- what information about health risks (movement profile, contacts, fever measurements etc.) can be requested from the employees and trading partners?
- can employees or trading partners be asked to take a COVID-19 test?
data processing in connection with home office

Compensation from the state and contractual partners

- can compensation be demanded from the state for the COVID measures?
- to what extent can contractual partners be required to pay compensation for non-performance of contracts?



Insurance

- is the business interruption insurance valid in the event of a pandemic, would it help in the event of a second wave?

Our office offers to examine your company and your contracts and personnel-organizational solutions in all these areas and to propose changes and improvements so that you can get through the crisis well and be better prepared in the event of a similar crisis or a second wave.

Our well-informed contacts are available to answer any further questions.

If you have not been in contact with us so far, please contact the Managing Partners and we will ensure that our best teams address your questions.

For more information please contact



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**We will come
through this together**

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Please do contact us

Experienced lawyers, both in the Czech Republic and Slovakia, are keen to help.

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