



## Legal Alert

Discipline in covering mouth and nose at work.  
Important update.

*December 2020*

**The recently issued provisions have been amended and as of 2 December 2020 the obligation to cover the mouth and nose at the workplace does not apply while eating and drinking. The employer can also individually decide how the obligation to cover mouth and nose at the workplace will be performed.**

The new rules on covering mouth and nose in the workplace applicable until 27 December 2020 and described in the latest [Legal Alert from 1 December](#), after 4 days of validity, were amended. The latest Regulation<sup>1</sup> of Council of Ministers has been published in the Journal of Laws in late evening after the last Legal Alert was distributed.

Since 2 December 2020, there is no obligation to cover mouth and nose at the workplace while eating and drinking.

The obligation to cover mouth and nose at the workplace if there is more than one person in the room is still in force, but since 2 December the employer may decide otherwise. In this way, employers have gained the right to limit or lift this obligation. The employer's ruling does not require any special procedure. It is enough to inform the employees about the new rules of covering mouth and nose in force at the workplace.

When making such decisions, the employer should take care of safety of employees and apply other measures to minimize exposure to SARS-CoV-2 virus at the workplace. The application of branch guidelines and recommendations of Labour Inspection should be particularly helpful.

If you have questions about the amended provisions or need help, please contact us.

**Any questions, please contact:**

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<sup>1</sup> Regulation of the Council of Ministers of 1 December 2020 on establishing certain restrictions, orders and prohibitions in connection with the occurrence of the epidemic state (Journal of Laws of 2020, item 2132).