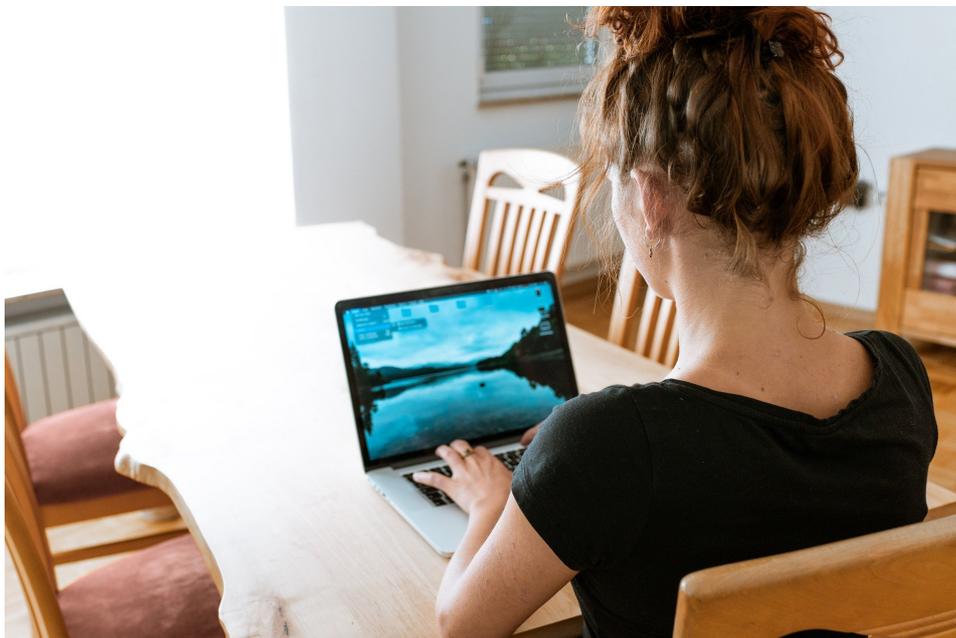


Was es zum neuen Home-Office-Gesetz zu wissen gilt

Bereits im Herbst des vergangenen Jahres wurde es angekündigt, jetzt liegen die Inhalte des neuen Home-Office-Gesetzes am Tisch. Die Experten von Jank Weiler Operenyi, der Rechtsanwaltskanzlei im Deloitte Legal Netzwerk, haben die wichtigsten Punkte für Arbeitnehmer und Arbeitgeber zusammengetragen.



6]g\Yf[UV`Yg]b`² ghYffY]W\`_Y]bY`U``[Ya`Y]bYb`[YgYhn`]W\Yb
FY[Y`i b[Yb`ni a` <ca`Y`C Z]W``@YX][`]W\`Y]bnY`bY
?c``Y_h]j j YfhfÄ[Y`Ybh\]Y`hYb`6Ygh]a` a`i b[Yb`ni f`5fVY]h`Ub`Y]bYa
C fh`Ui » Yf\U`V`XYf`VYhf]YV`]W\Yb`5fVY]hgghÄhY``A`]h`XYa` <ca`Y!
C Z]W`!; YgYhn`\Uh`XYf`; YgYhn[YVYf`\]Yf`bi`b`Y]bY`[Yk`]ggY
F YW\hgg]W\Yf\Y]h`[YgW\UZZYb``

B]Ya` UbX`k`Y]» ž`k`]Y``Ub[Y`i bg`XUg`ZÄW\YbXYW_YbXY`<ca`Y`C Z]W`
bcW`VY[`Y]hYb`k`]fX``J`cf`X]YgYa` <]bhYf[fi`bX`]gh`Yg`gY\`f`ni
VY[fØ» Ybž`XUgg`X]Y`6i`bXYgfY[]Yfi`b[`\]Yf`?`Uf\Y]h`gW\UZZYb
a`ÖW`hY``9g`V`Y]Vh`YXcW`UVni`k`UfhYbž`k`]Y`X]Y`bYi`Yb

6Ygh]a a i b [Yb`Y []gh]gW`i a [YgYhnh`k YfXYb žVYhcbh`GhYZUb
N]gW`_Už`DUfhbYf`VY]`8Y`c]hhY`@Y [U`#Uj`_`K`Y]`Yf`C`dYfYb`m]"

< ca Y`C`ZZ]W`V`Y]Vh`J`YfY]bVUfi b [ggUW`Y

8]Y`5fVY]h]a`< ca Y`C`ZZ]W`VYXUfZ`k`Y]hYf`]b`Y]bYf`J`YfY]bVUfi b [nk]gW`Yb`5fVY]h [YVYf`i`bX`5fVY]hbY`a`Yf`5`g`5fVY]hbY`a`Yf`_Ubb`a`Ub`gca`]h`b]W`h`gY`V`gh`Y`b`hgW`Y]XYbž`c`V`a`Ub`j`cb`ni`<Ui`gY`Ui`g`UfVY]hYh`";`Y]W`nY]h []_Ubb`Ui`W`X`Yf`5fVY]h [YVYf`c`b`Y`Yb`hgd`fY`W`Y`b`X`Y`b`J`c`f`VY`U`h`]a`5fVY]hgj`Y`fhf`U []gY]bYb`A`]hUfVY]hYfb`b]W`h`Y]bgY]h []< ca Y`C`ZZ]W`Ubc`f`X`b`Y`b`9g`V`f`Ui`W`h`k`Y]hYf`]b`Y]bY`< ca Y`!`C`ZZ]W`!`J`YfY]bVUfi b [ž`X]Y`g`W`f]Z]W`Y`f`Z`[`Yb`gc`h`Y`i`b`X`i`bhYf`9]b`U`hi`b []Y]bYf`Y]ba`cb`Uh []Yb`:]gh]j`cb`VY]XYb`GY]hYb`Ui`g`k`]W`h []Ya`];`fi`b`X`k`]XYffi`ZYb`k`YfXYb`_Ubb`8UfØVYf`]b`Ui`g`]gh []Yd`Ubž`Y]bYb`gY`V`gh`A`b`X []Yb`H`U`h`V`Y`gh`Ub`X`ni`a`5V`g`W`i`gg`Y]bYf`Z`fY]k`]`[]Yb`6Yhf]Y`V`gj`Y`fY]bVUfi b []ni`g`W`U`ZZ`b`8]Y`UfVY]hg`fY`W`h`]W`Y`b`F`Y []Y`i`b []Yb`]`]bg]W`h`]W`5fVY]hgnY]h`i`b`X`5fVY]hg`fi`Y`gc`Y`b`k`]Y`V]g`Y`f`Ui`W`]a`< ca Y`C`ZZ]W`5bk`Y`b`Xi`b []Z]b`X`Y`b`"

6YfY]hghY`i`b []j`cb`5fVY]hga`]hhY`b

8]Y`6i`bXY`gfY []Yfi`b []`U`h`_`U`f []Y`ghY`h`ž`X`U`gg`X]Y`6YfY]hghY`i`b []XYf`YfZ`c`f`XYf`]W`Y`b`X []]hU`Y`b`5fVY]hga`]hhY`Xi`f`W`X`Y`b`5fVY]h []YVYf`_`Y]b`ghY`i`Y`fd`Z]W`h []Yf`G`U`W`V`Y`ni []]gh`N`U`X`i`b []Yb`X`Yf`5fVY]h []YVYf`ni`f`5V []Y`hi`b []j`cb`A`Y`f`_`c`ghY`b`X`Yf`5fVY]hbY`a`Yf]a`< ca Y`C`ZZ]W`Y`hk`U`ZØf`@`J`d`h`c`d`g`c`X`Y`f`A`c`V []Y`f`A`h`Y`gc`Y`b`V]g`ni`9I`F`"\$`ž`d`f`c`X`f`ghY`i`Y`f`Z`fY]`gY]b`"

5i`W`X]Y`5fVY]hbY`a`Yf`_ØbbYb`ØVYf`X]Y`5fVY]hbY`a`Yfj`Y`f`Ub`U []i`b []V]g`ni`9I`F`"\$`ž`U`g`K`Y`f`Vi`b []g`c`ghY`b`UV`g`Y`h`n`Y`b`8Ufi`bhYf`ZU`Y`b`Y`hk`U`b`U`W`[`Y`k`]Y`g`Y`b`Y`?`c`ghY`b`ZØf`Yf []cbca`]g`W`[]Y`Y []b`Y`h`Y`g`A`c`V`]U`f`]b`X`Y`f`Y []Y`b`Y`b`K`c`b`i`b []Ui`Z []fi`b`X`Y]b`Yf`< ca Y`!`C`ZZ]W`!`J`YfY]bVUfi b []5i`W`5bg`W`U`Z]`b []g`c`ghY`b`ZØf`X []]hU`Y`5fVY]hga`]hhY`ž`X]Y`U`Z`A`[]Y`Ni`g`W`Ø`gg`Y`X`Y`g`5fVY]h []YVYf`g`Ø`V`Y`f`ghY []Y`b`ž`_ØbbYb`U`g`ni`g`A`h`n`]W`Y`K`Y`f`Vi`b []g`c`ghY`b []Y`h`Y`b`X []Ya`U`W`h`k`Y`f`XY`b`"

GhYi Yf'WX]gh'X]Yg'VY[fØ» Ybgk Yfhž'U`YfX]b[g'YfØZZbYb'g]WX
XUXi fWX'Ui WX'XUhYbgWXi hnfYWXh]WX Y'F]g]_Yb.'8Ybb'XYf
5fVY]hbY\ a Yf' a i gg'gY`Vgh'dfØZYbž'cV'X]Y'j cb' \a' Ub[YgWX UZZhYb
X][]hU`Yb'5fVY]hg[YfÅhY'XYb'XUhYbgWXi hnfYWXh]WX Yb
G]WX Yf\Y]hgUbZcfXYfi b[Yb'ja' l bhYfbY\ a Yb'Yb hgd fYWX Yb'"8]Y
?ca a i b]_Uh]cb'_`UfYf'J cf[UVYb'ni' hYWXb]gWX Yb'GdYn]Z]_Uh]cbYb
Xi fWX'XYb'5fVY]h[YVYf'i bX'X]Y'8i fWX ZØ\fi b['bUWX hfÅ[`]WX Yf
DfØZi b[Yb'g]bX'XU\Yf'Xf]b[YbX'Ub[YfUhYb ž'VYhc bh'GUgWX U'ž b[ž
DUfhbYf'VY]'8Y'c]hY'@Y[U'#Ub_'K Y]'Yf'CdYfYbm]"

5fVY]hbY\ a Yf! 'i bX

I bZU`gWX i hn']a' < ca Y'C ZZ]WY

5fVY]hbY\ a Yf'gc`Yb'Ui WX'ja' <ca Y'C ZZ]WY'UfVY]hgfYWXh]WX
[YgWX Øhnhk YfXYb'"8]Y'6i bXYgfY[]Yfi b[`Uh'XU\Yf'Ub[Y_ØbX][hž
XUgg'Yg'Xi fWX'9fUfVY]hi b['Y]bYf'A i ghYfYj U'i]Yfi b['ZØf'XYb
5fVY]hgd`Uhn'i bX'Y]bYg'@Y]hZUXYbg'a Y\ f' bZcfa Uh]cbgUb[YVchY
[YVYb'k]fX'"K Ug'XUfi bhYf[YbUi'ni'j YfghY\Yb']ghž'V'Y]Vh
UVni k UfhYb'"8Yb'5fVY]hg]bgdY_hcfUhYb'k]fX'Yg'ja' Ni [Y'XYggYb
UVYf'b]WXh[YghUhhYh'gY]bž'g]WX'ni' ?cbhfc`nk YW_Yb'Ni [Ub['j]b'X]Y
df]j UhY'K c\bi b['ni'j YfgWX UZZYb"

8Yf'I bZU`j Yfg]WX Yfi b[ggWX i hn']a' <ca Y'C ZZ]WY'k i fXY'VYfY]hg
Xi fWX'XUg' '7CJ =8!%- !; YgYhn[YfY[Y'h'"8Ya bUWX'k YfXYb'ZØf
X]Y'8Ui Yf'XYf'7CJ =8!%- !A U» bU\ a Yb'Ui WX'YbY'I bZÅ`Y'U'g
5fVY]hgi bZÅ`Y'ei U]Z]n]Yfhž'X]Y'g]WX'ja' nY]h]WX Yb'i bX'i fgÅWX'WX Yb
Ni gUa a Yb\Ub['a]h'XYf'VYfi Z]WX Yb'HÅh[_Y]h]ja' <ca Y'C ZZ]WY
YfY][bYb'"8 Ug'gc`bi b'c\ bY'nY]h]WX Y'6Yz]ghi b['[Y'hYb"

8]Y'; Ygi bX\Y]h'XYf'5fVY]hbY\ a Yf'ja' <ca Y'C ZZ]WY'gh'Y]b
k YgYbh]WX Yg'H\Ya U"<]Yf'gc`hY'a Ub'XU\Yf'b]WX h'XUj cf
ni fØW_gWX fYW_Ybž'_cb_fYhY'GWX i hnj cfgWX f]ZhYb'ZØf'X]Y'5fVY]h]b
XYb'Y][YbYb'j]Yf'K ÅbXYb'ni'gWX UZZYb ž'gU[h'GhY Zub'N]gWX_U"

8 UhYbgWX i hn']gh'_Y]b'H\Ya U

8 Ug'j cf[YghY`hY' <ca Y!C Z]W!DU_Yh'Ybh\À'h'_Y]bY'gdYn]Z]gWYb
FY[Y'i b[Yb'ni a '8UhYbgW\i hn']a ' <ca Y'C Z]W"8UVY]'k]fzh'X]Y
5fVY]hj cb'ni ' <Ui gY'Ui g'j]Y'Y'XUhYbgW\i hnfYW\h']W\Y
: fU[YghY`i b[Yb'i bX'G]W\Yf\Y]hg'ØW_Yb'Ui Z"

Ni a]bXYgh'Y]b'K Ufb\]bk Y]g'ZØf'X]Y'9]b\U'hi b['XYg
8UhYbgW\i hnYg']a ' <ca Y'C Z]W'k ÀfY'Ui g'; fØbXYb'XYf
GYbg[V']g]Yfi b['g]bbj c''[Yk YgYb"8Ybb'Ui W\']a ' <ca Y'C Z]W
[Y'hYb'U`Y'XUhYbgW\i hnfYW\h']W\Yb'J cf[UVYb'i bY]b[YgW\ fÅb_h
Zcfh"i bhYfbY\ a Yb'gc`hYb']\fY'A]hUfVY]hYf'YXYbZU`g'ni f
9]b\U'hi b['j YfghÅbX`]W\Yf'i bX'dfU_h]gW'i a gYhnVUfYf
XUhYbgW\i hnfYW\h']W\Yf'FY[Y'i b[Yb'j YfdZ]W\hYb žYf[Åbnh
8UhYbgW\i hnYI dYfhY'GUgW\U'ž b["

6Ygi W\Yb'G]Y'i bg'Ui Z.'Z'Y]gW\i bXW\ "Uh