

Employment Law Exchange Quiz 2 – COVID-19

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| Geoff has been furloughed He was asked by his employer to ‘help  out’ at his employer’s brother’s business. This is fraud. |  |  |  |
| Plasma Ltd wants to call back to work premises homeworking staff. They have specified that facemasks must be work at work. Jenny  suffers from asthma and says she cannot return to work if she has to wear a mask. She can be lawfully dismissed. |  |  |  |
| 3 Wayne, aged 27, usually commutes to work by bus and is called  back from being furloughed. The buses are very full, due to COVID  restrictions and he is often late for work. He is dismissed lawfully. |  |  |  |
| 4 On the same basic facts as Q, Wayne’s employers tell him to  cycle or walk to work. He refuses and is lawfully dismissed. |  |  |  |
| Philip has been working at home He has suffered from stress  and anxiety. He is called back to work when his employment  re-opens. He is a security guard and works alone. He says he can’t  cope and wants changes. ‘Being alone at home for weeks was bad  enough-I can’t be alone here as well’. He is told that ‘In the  circumstances, it would be better if he found other work’. He can claim for unfair dismissal. |  |  |  |
| Mary was cycling to work and was stopped by the police and fined for ’riding far too closely to another cyclist’. She must pay up |  |  |  |
| Sharon has received a bonus , usually of £5k a year. Staff have been told that furloughed and staff working at home are excluded from this years’ scheme as the former group ‘have not done much work this year, and the latter that we have not been sure how hard you have been working’. It will be an unlawful deduction. |  |  |  |
| Ratchet Ltd has announced redundancies. The company, in selecting  people to be retained, will give priority to those who have continued  working during the crisis. These are predominately senior managers and manual staff, both groups comprising mainly male workers. This will be lawful. |  |  |  |