

Legal Shots

Do companies have to pay for glasses for their employees?

In this regard, the involvement of occupational health and safety services and liaising with the health insurance are essential for companies to mitigate the risks arising from the obligations imposed by law and to assess the specific situations in which there is a real obligation to pay for glasses.

The decision of the Court of Justice of the European Union (CJEU)

The case that gave rise to the controversy occurred in Romania, when an employee who found that his eyesight was worsening due to working long hours in front of screens had to buy new prescription glasses worth EUR 530.00 and asked the company to reimburse him for that amount. The company denied the request which led to an appeal before the courts.

After a first decision that was favourable to the company, the employee appealed to the higher courts and the matter was referred to the CJEU, which ruled in his favour.

Directive 90/270/EEC and Decree-Law no. 349/93, of 1 of October

These diplomas result in the following:

- i. Employees must undergo appropriate medical exams of their eyes and eyesight;
- ii. If the result of the medical exams shows that it is necessary ophthalmological exams, employees must be subject to such exams; and
- iii. Where medical exams so require and the spectacles that the employee normally uses/uses on a daily basis cannot be used, employees should be provided with appropriate spectacles for the type of work involved.

Under no circumstances should the above entail additional burdens for employees.

Meet our Team:

