

Amendments to the Labor Code

June 2018

Briefly

The amendments relate to termination of an employment contract with an employee of retirement age; opportunities for medical workers to work on a part-time basis; extension of validity of collective agreements, procedures regulating medical examinations. The amendments entered into force on 29 April 2018.

In details

The Labor Code was amended in regard to medical workers who are now allowed to work on a part-time basis for heavy physical labour, labour in harmful and (or) hazardous working conditions (subparagraph 5 of paragraph 2 of Article 26).

The method of termination of an employment contract for an employee of retirement age is changed. Notification of termination should be not less than one month before the date of termination of the employment contract. Conditions for payment of compensation determined by labor / collective agreements and (or) the employer's regulations are preserved.

On expiry of a collective agreement, it is considered extended until conclusion of a new agreement, but limited to one year. The condition is that at least one of the parties proposed to conclude a new agreement before expiry.

The possibility of extension until conclusion of a new collective agreement (but with a time limit) may be provided for in the collective agreement.

The requirement for compulsory post-shift examination of workers involved in dangerous jobs was cancelled. Thus, only mandatory pre-shift examination of such workers exists (based on positions approved by the authorized body in the field of health care).

What does this mean?

1. Employers, as well as employees, who are in the pre-retirement age bracket, should pay attention to the amended procedure for termination of an employment contract.
2. Employers using collective agreements should pay attention to the process of extension.
3. Employers with staff conducting dangerous jobs must pay attention to internal rules on conducting medical examinations.

Let's discuss

For a more detailed discussion of how this issue may affect your business, please contact:



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