

# TERMINATION OF CONTRACT

## Termination of the employment contract

Termination of an employment contract without notice should be made IN WRITING. The employer's declaration of termination of an employment contract concluded for a fixed period, or an employment contract concluded for an indefinite period, or on the termination of an employment contract without notice, MUST indicate the REASON justifying the notice or termination of the contract.

The employer's declaration upon termination of the employment contract, or its termination without notice, should include information on the employee's right to APPEAL to the Labor Court. The employee has 21 days to appeal to the Labor Court for notice or termination of the contract.

### Notice periods for a trial period contract

CONTRACT	NOTICE PERIOD
Less than 2 weeks	3 business days
More than 2 weeks but less than 3 months	1 week
3 months	2 weeks

# TERMINATION OF CONTRACT

## Notice periods for a contract concluded for a fixed or indefinite period

CONTRACT	NOTICE PERIOD
Less than 6 months	2 weeks
More than 6 months but less than 3 years	1 month
More than 3 years	3 months

## Appeal to the labor court-what can you get?

If the termination of an employment contract concluded for a fixed period or indefinite period is unjustified or violates the provisions on the termination, you can request:

- ✓the termination of the contract to be rendered ineffective
- ✓reinstatement to work under previous working and pay conditions - if the contract has already been terminated
- ✓compensation

## Termination by employer without notice due to the employee's fault

### Possible in case of:

- serious violation of basic employee duties by the employee;
- an offense committed by the employee during the term of the employment contract, which prevents further employment in the position held, if the offense is obvious or has been confirmed by a final judgment;
- loss of authorizations necessary to perform work in the position held due to the employee's fault. BUT it cannot take place more than 1 month after the employer receives information about the circumstances justifying termination of the contract.