

## Notice period

### 12.2. Notice of termination for people in the public sector

During the first 2 weeks in work there is no notice of termination.

After 2 weeks continuous work with the same employer:  
12 calendar days

After 3 months continuous work with the same employer:  
One month from the end of the current month.

After 2 years continuous work with the same employer:  
2 months as of the end of the month

After 3 years continuous work with the same employer:  
3 months as of the end of the month 12.2 fully replace the provisions of Article 1 of Act no. 19/1979 on notice of termination.

### 12.3. The process of termination

12.3.1 General on termination Notice of termination is reciprocal. All terminations shall be in writing and made in the same language as the employment contract of the employee.

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12.3.2 Interview on reasons for layoff An employee has a right to an interview about the ending of his/her employment and the reasons for layoff. A request for such an interview shall be made within 4 working days of receipt of announcement of layoff and the interview should take place within 4 days from that point in time.

An employee can request at the end of an interview or within 4 days that the reasons for his/her layoff are explained in writing.

If the employer accepts this request of the employee, it shall be met within 4 days from that point in time.

If the employer does not accept the employee's request for written explanations, then the employee has the right within 4 days to another meeting with the employer on the reasons for the layoff in the presence of his/her union representative or other representative of his/her

**12.3.3 Limitation of authority to terminate employment pursuant to the law** When terminating employment, the provisions of the law that limit an employer's freedom to terminate must be respected, among other things provisions on union representatives and workers' safety representatives, on pregnant women and on parents in maternal/paternal leave, on employees who have notified maternal/paternal leave or parental leave and on employees who bear family responsibilities.

The provisions of Article 4 of Act no. 80/1938 on unions and industrial disputes must also be respected, as is also the case with legislation on the equal position and equal rights of men and women, on employees in part-time work, on the legal status of employees in change of ownership of companies and on the consultation obligation of the law on mass layoffs . When an employee enjoys protection from layoff pursuant to the law, the employer must provide arguments in writing that support the reasons behind the layoff.

**12.3.4 Penalties** Breaches of the provisions of this chapter can bring liability for compensation pursuant to the general principles of tort.