



June 2020

## Amendment to the Labour Code and to the Act on Employment

An **amendment to the Czech Labour Code** (the “LC”) and to the **Act on Employment** has been published in the Collection of Laws. Some of the changes introduced by this amendment become effective already on 30<sup>th</sup> July 2020; remaining changes become effective on 1<sup>st</sup> January 2021.

Selected significant changes becoming effective **on 30<sup>th</sup> July 2020**:

- changes related to notice of termination of employment given by an employee on the grounds of the transfer of the rights and obligations under employment law relationships (Section 51a of the LC)
- change of the statutory “three-shift regime” definition to “more-shift regime” (Section 78 paragraph 1 letter e) of the LC)
- change regarding flexible distribution of working hours (Section 85 (5) of the LC)
- changes regarding posting of employees of an employer from another Member State of the EU for the performance of work within transnational provision of services in the territory of the Czech Republic (Sections 319 and 319a of the LC)
- changes regarding delivery of documents by employer to employee and *vice versa* (Sections 334 - 337 of the LC)
- changes regarding transfer of the rights and obligations under employment law relationships (Section 338 of the LC)

Selected significant changes becoming effective **on 1<sup>st</sup> January 2021**:

- changes regarding to obstacle to work on employee’s side consisting in performance of certain activities at children and youth camps (Section 203 paragraph 2 letter h) and Section 203a of the LC)
- extensive changes regarding leave (we will inform you about these changes in more detail in one of our next Infoservices)
- introduction of new legal institution of job sharing (Section 317a of the LC)

Concurrently with the Labour Code, the **Act on Employment** has been **amended with the effect as from 30<sup>th</sup> July 2020**. The changes are related to the notification and other administrative obligations of an employer from another Member State of the EU who posted its employee(s) for the performance of work within transnational provision of services in the territory of the Czech Republic.