HR LAW BRIEF: CEE

18/2024

Dear Readers,

We are back with another edition of our HR Law Brief: CEE. Again, it's a 3-minutes read to bring you up to speed with the latest news from Central-Eastern Europe.

If you need any support in the CEE region, let us know.

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CZECH REPUBLIC: MANAGERS ARE EXPECTED TO CHECK THEIR MAILBOX EVEN ON HOLIDAYS

Recent ruling by the Czech Supreme Court has established that dismissing someone via email is legally binding, particularly in the case of top executives. The case concerned the termination of a chairman of the board via email while he was on vacation. Managers are expected to regularly check their inboxes, even while on holiday. This means that a company can effectively terminate a contract by email, regardless of whether the recipient is away or has not opened it. The decision gives companies more flexibility in dealing with executives.

LATVIA: AMENDED REGULATIONS CONCERNING CYBER SECURITY INTRODUCES NEW OBLIGATIONS

New National Cyber Security Law came into force on 1 September 2024, establishing obligations for providers of essential services in sectors such as ICT, digital services, energy, transport, financial services, and more. The new requirements include: (i) registration to the National Cyber Security Centre by 1 April 2025, (ii) minimum cybersecurity compliance requirement (iii) assign a Cyber Security Manager and provide a self-assessment report by October 1, 2025. Entities must take appropriate steps, to meet new requirements, otherwise those that fail to comply, may expect fines.

POLAND: COUNCIL OF MINISTERS OPPOSES CHANGES TO STATE LABOUR INSPECTION CHECKS

Poland has recently amended the Act on special measures for flood remediation which introduces significant changes in employment law. Employees who have suffered property damage due to the flood will now be entitled to: (i) 20 days of paid leave; (ii) 8 days of leave on request; (iii) the option to reduce working hours; (iv) the option to use hourly leave. Additionally, employers will not be able to require overtime work or post employees without their explicit consent. Employers must adapt to the reduced availability of the employees who might be taking additional days off.

UKRAINE: EMPLOYEE HANDBOOK WITH NEW OBLIGATIONS FOR EMPLOYERS

In late September, an important amendment to the Labour Code came into effect, adding new requirements for the Employee Handbook. The amendments address two key areas: (i) employees' non-disclosure duties and (ii) rules for handling confidential information, known as Information Rules. These regulations are now mandatory for companies that are critical to the economy, state security, and essential infrastructure. In the event of non-compliance with the Information Rules, employers are now entitled to terminate the employment of the relevant employee. It is imperative that companies implement the necessary updates to their internal policies to reflect this change. This is also the right time to educate employees on their new obligations under the updated regulations.

ESTONIA: HEALTH EXAMINATION OF EMPLOYEES MAY NOW BE EASIER

Estonia develops a new self-service tool helping employers to share company data with occupational health providers, facilitating the management of health-related processes. The data can be accessed via a dedicated website, which streamlines compliance with health examination requirements for employers. This new solution not only automates processes but also enhances workplace safety by ensuring better communication with health providers. Employers seeking to enhance their health oversight procedures may wish to consider adopting this tool.

HUNGARY: NEW MINIMUM WAGE RULES

The Ministry of National Economy has released a draft document outlining the methodology for determining the minimum wage. The draft specifies that the minimum wage must be at least 50% of the average gross wage, calculated using the previous year's data from the Central Statistical Office. The latest figures show that the average gross salary in July 2024 was HUF 602,200 (EUR ~1,500). Consequently, an increase in the minimum wage could result in higher labour costs for employers, prompting companies to re-examine their budgets and employment strategies to manage the financial impact.