



New Law 4623/2019 September 2019 – Employment Law Alert

Important changes made to Labor Legislation – Law no. 4623/2019 (Official Gazette A/ 134/09.08.2019)

The Greek parliament adopted Law 4623/2019 ("Regulations of the Ministry of Internal Affairs, provisions on digital governance, pension arrangements and other urgent matters") on 8 August 2019, which includes significant changes to the labor legislation.

In particular:

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- Article 117 para. 2(a) of Law 4623/2019 provides for ***the abolishment of a valid reason as a condition for the validity of the termination of indefinite-term employment contracts*** (as previously regulated under article 48 of Law 4611/2019). In addition, the burden of proof to show cause is no longer on the employer in cases where an employee challenges the validity of a termination in a court. The new provision applies retroactively as from 17 May 2019 and abolishes the prior provision as from that date.
- Also, according to article 117 paragraph 2(a) of Law 4623/2019, ***the deadline for an employee to file a claim in connection with the termination of employment is no longer suspended during the mediation process before the Labor Authorities*** (as previously provided in article 58 of Law 4611/2019). This provision applies retroactively as from 17 May 2019 and abolishes prior provision as from that date.
- Finally, article 117 paragraph 1 of Law 4623/2019 provides that an assignor, contractor and subcontractor under the contract ***no longer are jointly and severally liable vis-à-vis the contractor's and subcontractor's employees*** (as previously provided in Law 4554/2018, article 9). Liability now rests solely with the employer, i.e. the contracting party to the employment contract. This provision applies retroactively as from 18 July 2018 and abolishes prior provision as from that date.



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