# Deloitte.

Greece | Employment News | September 10, 2019



### 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:

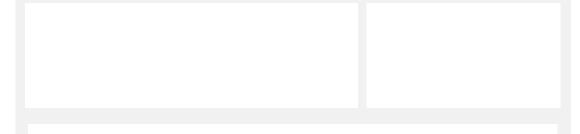
#### Contact

## Alexandros G. Doschoris

Head of Employment & Social Security Law Practice, Koimtzoglou-Bakalis-Venieris-Leventis & Associates Law Partnership (KBVL Law Firm), member of Deloitte Legal Network adoschoris@kbvl.gr

<u>Tel.:</u> +30 213 088 1635 Mob.: +30 693 268 6745

- > 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.





#### 

If you no longer wish to receive emails on this topic, please send an email to the sender with the word "Unsubscribe" in the subject line.







Deloitte Business Solutions Societe Anonyme of Business Consultants, a Greek company, registered in Greece with registered number 000665201000 and its registered office at Athens, 3a Fragkokklisias & Granikou str., 151 25, is an affiliate of Deloitte Central Mediterranean S.r.l., a company limited by guarantee registered in Italy with registered number 09599600963 and its registered office at Via Tortona no. 25, 20144, Milan, Italy.

Deloitte Central Mediterranean S.r.l. is the affiliate for the territories of Italy, Greece and Malta of Deloitte NSE LLP, a UK limited liability partnership and member firm of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"). DTTL and each of its member firms are legally separate and independent entities. DTTL, Deloitte NSE LLP and Deloitte Central Mediterranean S.r.I. do not provide services to clients. Please see <a href="https://www.deloitte.com/about">www.deloitte.com/about</a> to learn more about our global network of member

© 2019 Deloitte Central Mediterranean. All rights reserved.