

TERMINATION OF THE EMPLOYMENT CONTRACT

The following applies to the manner and procedure of termination of the fixed-term and indefinite duration employment contract:

1. Fixed-term employment contract:

- Resolved over the agreed time
- It becomes indefinite, if the employment relationship continues after the end of it
- It can be resolved before the agreed time, either on the initiative of the employer (dismissal) or on the initiative of the employee (resignation), if there is a serious ground. The lack of a serious ground to justify the termination of the contract is reviewed in court, following an appeal to the courts. If the employer fires the employee before the end of the agreed time, the employee appeals to the courts, claiming all the salaries he would have received if he had not been fired.

2. Indefinite duration employment contract:

- It is resolved at any time, either by the employee or by the employer, without the need for justification.
However, the right of the employer to dismiss the employee may not be exercised retaliatory, nor due to empathy for the employee, due to his/her engagement of the trade-union action, due to claim fulfillment of employer obligations etc. The termination should be justified by the well-understood interest of the employer and should not be chosen when a more lenient measure may be preferred.
- It shall take effect from the moment it is notified to the employee.
- For the dismissal to be valid, the following formalities must have been complied with:
 - Written type: dismissal is done only in writing.
 - Payment of legal compensation: If the employee works for up to 12 months, no compensation shall be payable.
 - The employment must be registered in the payroll kept by the National Social Security Entity (Greek abbreviation: EFKA) and the employee must be insured.

3. Restrictions on the exercise of the right of termination:

- Dismissal is prohibited during pregnancy and for a period of 18 months after delivery.
- The dismissal of trade-union officials (with exceptions) is prohibited.
- The dismissal of employees who have received annual regular leave is prohibited.
- The dismissal of employees who serve the army is prohibited.
- When the employee refuses to change his/her contract from full-time to part-time.

4. Consequences of non-compliance with the conditions of valid dismissal:

If the employer does not comply with the above conditions for the validity of the dismissal, the employee has the right to appeal to the courts within three months and request that the termination of his/her employment contract (i.e., his/her dismissal) to be declared invalid, as well as return to work and / or to be paid his/her monthly salary until a decision is made by the Court.