

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Hiring</b>		
<b>Requirement to hire quota of disabled individuals</b>	<p>Parliament has approved new law which requires companies to hire a quota of disabled individuals. The applicable quota depends on company size. The maximum is 2% of total headcount.</p> <p>Effective date: Effective from Official Gazette publication, which is expected in January 2019.</p>	<p>(1) Monitor Official Gazette for news of effective date.</p> <p>(2) Assess headcount and comply with the new rules if applicable to your business.</p>
<b>Hiring</b>		
<b>Proposal to change “fixed-term” and “unfixed-term” contract rules.</b>	<p>(1) Fixed-term contracts (i.e. with a specific ‘end date’): capped at 2 years (currently 3).</p> <p>(2) Unfixed-term contracts (i.e. ends when the contract purpose completes): capped at 4 years (currently 6).</p> <p>(3) “First time-job seeker” or “long-term unemployment” no longer justifiable reasons to execute fixed-term contracts (fixed-term only).</p> <p>(4) Collective bargaining agreements cannot override statute in this area.</p> <p>(5) When both parties agree to the non-renewal of a fixed-term contract, the employee must receive compensation (fixed-term only).</p> <p>(6) Excessive use of fixed-term and unfixed-term contracts can result in a financial penalty.</p> <p>Effective date: Unknown. Changes awaiting approval by Parliament.</p>	Keep track of how this develops.
<b>Hiring</b>		
<b>Proposal to increase probationary period limits</b>	<p>Employers can include up to 180 day probationary periods in indefinite term employment contracts for first time-job seekers and the long-term unemployed (up from 90 days).</p> <p>Effective date: Unknown. Changes awaiting approval by Parliament.</p>	Keep track of how this develops.
<b>Agency workers</b>		
<b>Renewing temporary agency worker contracts to be limited</b>	<p>Renewals of temporary contracts for individuals hired via an agency to be capped at 6 times (currently, no limit).</p> <p>Effective date: Unknown. Changes awaiting approval by Parliament.</p>	Keep track of how this develops.

This is a high level general update only. Legal advice should be obtained on specific circumstances.