

## DRP EMPLOYMENT LEGAL ALERT

August 2022

*Effective from 1<sup>st</sup> of August 2022, the Bulgarian Parliament made few significant amendments to the Labour Code and the related legislation. Most of them are introducing [Directive \(EU\) 2019/1152 on transparent and predictable working conditions in the European Union](#) and [Directive \(EU\) 2019/1158 on work-life balance for parents and carers](#)*

*Below you may find short overview of the most interesting ones*

### MORE INFORMATION TO BE FORMALLY PROVIDED TO THE EMPLOYEES BY THE EMPLOYER

Employers should inform the employees, among others, about:

- each amendment to the individual employment relation – the news here is that the term for this notice is shorten up to the effective date of the change. No specific form of the notification is required by law;
- the causes/grounds and the order for termination of an employment contract under Bulgarian law. This provision is very broad and basically requires summary of huge information which is already available to the employees as statutory required terms and conditions. Evidently, this is a new administrative burden for the employers and they now need to make a suitable document and properly deliver it to all employees in order to comply with this new requirement;
- information for the trainings for professional qualification and improvement of professional skills provided by the employer.

### MAXIMUM ONE MONTH PROBATION PERIOD FOR SHORT FIXED-TERM CONTRACTS

Fixed-term employees hired for less than a year could not have a probation period longer than one month.

### EXPLICIT PROVISION CONFIRMING THAT AN EMPLOYMENT CONTRACT COULD BE AMENDED FOR FIXED OR INDEFINITE PERIOD OF TIME

The above is subject to a mutual consent of the parties in writing.

### PART TIME OR FIXED-TERM EMPLOYEES MAY ASK FOR CHANGE OF THEIR EMPLOYMENT TO FULL TIME OR FOR INDEFINITE TERM

If the employee is on a probation period such request could be made after its expiration. If the employer denies the request, it shall explain its reasons within a month from receiving it, unless the request is made more than twice a year.

### THE FATHER (INCL. ADOPTIVE ONE) HAS NEW PAID PARENTAL LEAVE ENTITLEMENT FOR RAISING A CHILD OF UP TO 8 YEARS OF AGE

This parental leave is up to two months in total and is due only if the father has not used the general parental leave transferred by the mother. The compensation due for this is paid by the state and is in an amount determined by law on a regular basis. For the period from 1<sup>st</sup> of April until 31<sup>st</sup> of December 2022 it is BGN 710 per month.

This leave could be used at once or in parts and upon notice of the employee at least 10 days before the use.

### EMPLOYEE – PARENT OF A CHILD OF UP TO 8 YEARS OF AGE MAY REQUEST CHANGES TO HIS/HER EMPLOYMENT FOR FLEXIBILITY AND BETTER WORK-LIFE BALANCE FOR A CERTAIN PERIOD OF TIME

Such might be requested also by an employee taking care of a close relative.

The parties could return to the initial conditions upon request of the employee for that even before the agreed term of the flexibility changes.

If the employer denies the request, it shall explain its reasons in writing within 14 days from receiving it.

©2022 Dinova Rusev and Partners Law Office

All rights reserved. Any distribution or reproduction of part or all of the contents in any form is prohibited without prior express consent of Dinova Rusev & Partners Law Office.

This material represents a general overview of the recent developments in Bulgarian legislation as of the date indicated herein. Nothing in this newsletter is intended to provide legal or other professional advice. You should not rely on any information contained in this newsletter as if it were legal or other professional advice. Legal advice can be provided only after thorough analysis of the specific facts and circumstances of your case, as well as consideration of issues that may not be addressed in this material.

Dinova Rusev & Partners Law Office does not accept any liability for losses to any person or entity, acting or refraining from action as a result of this publication.

For more information please contact: **Vesela Kabatliyska – Partner** [Vesela.Kabatliyska@drp-legal.com](mailto:Vesela.Kabatliyska@drp-legal.com) P: +359 (0)2 943 4350