

## **CHANGES IN LITHUANIAN LABOUR LEGISLATION AS FROM 01-12-2012**

Recently some important changes in Labour Code of Lithuania were approved by Lithuanian Parliament.

### ***Transfer of business***

If You are planning to sell or otherwise transfer Your business or part of it in Lithuania please note that as from 1 December 2012 You will have to notify Your employees on this in writing at least **10 business days in advance** by specifically indicating:

- a) date of transfer of business;
- b) legal grounds; as well as
- c) economical and social impacts of such transfer to employees.

### ***Compensation for unused vacations***

Besides finally the legislative authorities decided that after 3 years as from 1 December 2015 employers in Lithuania will be released from the duty to pay upon termination of employment contract for all unused annual vacations of employees. Compensation will be limited to no more than 3 years. However employer will have to prove that employee was actually able to use such vacations. So we would recommend to all employers' representatives to take care of arranging such evidences as from now on. Employees are entitled to use all the accumulated unused annual vacations for more than 3 years up until 1 December 2015.

### ***Work schedules***

Normally work schedules of employees must be publicly announced not later than 2 weeks before coming into force of such schedules. As from 1 December 2012 it will be possible to agree with employees on certain circumstances when such schedules will need to be announced only 1 week before coming into force of them by indicating such cases not only in the Collective Bargaining Agreement but also in the Internal Work Procedures.

Kind regards

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