

In Prague, on 9/1/2019

Mr. Oblomov,

Thank you for your order of our legal services.

**1. Description of the situation as per your enquiry:**

You have contacted us regarding an issue with your employment.

You worked for a private company for 22 years as a chief agronomist. Now, after six months of suffering an incapacity to work, you have been dismissed in accordance with Sec. 52 letter c) of the Labour Code. You are interested in information about collecting severance pay, especially in light of the high amount of severance pay you are entitled to.

**2. Legal advice:**

***You are entitled to severance pay in the amount of three times your average earnings.***

An employee who has been dismissed or terminates his employment by agreement for so-called organizational reasons is entitled to severance pay directly by law, inter alia:

- He/she becomes redundant due to a decision of the employer or the competent authority via a change of his/her tasks, issues with technical equipment, reduction of the number of employees in order to increase work efficiency, or other organizational changes.

Employees who have worked for the same employer for more than two years are entitled to severance pay equal to three times their average earnings. The employer cannot avoid this, even if you have entered into an agreement upon termination of employment wherein the claim for this severance pay would not be confirmed.

**We also want to highlight that your claim may be even higher.** You may also challenge the dismissal if the reorganization did not actually, in fact, take place. However, you would have to file a lawsuit within two months of the termination of your employment and prove it in court. Your employment would thus continue and your employer would be obliged to keep paying you a salary. In such a case, we would be happy to represent you in this matter.

We believe that this advice will be useful to you.

JUDr. Ondřej Preuss, Ph.D.,

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