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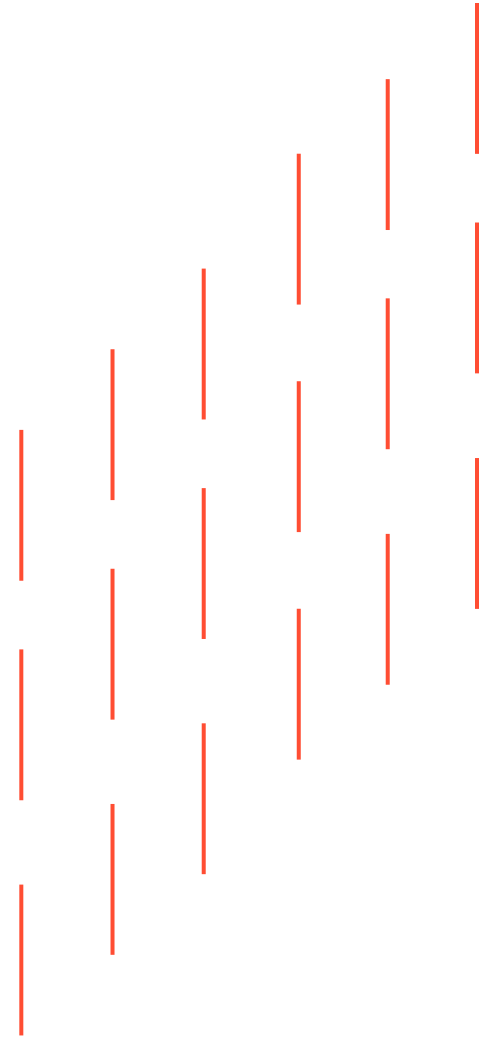
Checklist: priority employment of mobilized citizens and volunteers

Dear Colleagues,

On 19 December 2022, a new federal law was adopted giving mobilized citizens and volunteers additional hiring guarantees.

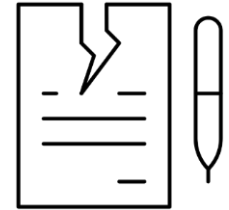
We have created this checklist to guide you through the new obligations that employers have for these categories of jobseekers.

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Priority employment

*Reminder: a company has **the right to dismiss** a mobilized or volunteer employee on its own initiative during the period of their military service / voluntary assistance to the Armed Forces of the Russian Federation only due to (1) liquidation or (2) **expiration of a fixed-term employment contract***



A person dismissed due to the **expiration of their employment contract**



Within 3 months after completion of military service / voluntary assistance to the Armed Forces of the Russian Federation



Has a pre-emptive right to be employed in **a position previously held** with a former employer

Priority employment

If the position previously held is
occupied



Has a pre-emptive right to be placed in another vacant position or job **corresponding to the person's qualifications**



In their absence, has a pre-emptive right to be placed in a vacant **lower-level position or lower-paying job**



Such a job must not be contraindicated to the person for health reasons

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We hope you find this checklist useful!

ALRUD specialists have extensive expertise and will be glad to provide any legal support on issues related to mobilization.

