



# PROTECTION OF LABOR RIGHTS AND APPEALING AGAINST THEIR VIOLATIONS BY UNIVERSITY EMPLOYEES THEMSELVES

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## **Worker rights and protections**

To protect labor rights, an employee, having notified the employer or his immediate superior or other representatives of the employer in writing, may refuse to perform work not provided for in the employment contract, as well as refuse to perform work that directly threatens his life and health, except in the cases provided for by this Code and other federal laws. For the duration of the refusal to perform work, an employee shall retain all rights provided for by labor legislation and other acts containing norms of labor law.

The employer and the employer's representatives shall not have the right to prevent employees from exercising their protection of labor rights.

## **Resolving individual labor disputes**

The Labor Disputes Commission is a body that considers individual labor disputes.

An individual labor dispute is considered by the labor dispute committee if the employee independently or with the participation of his representative has not settled the disagreements during direct negotiations with the employer.

The employee can apply to the labor dispute committee within three months from the day when he learned or should have learned about the violation of his right.

If the time limit is missed for good reasons, the labor dispute committee may restore it and settle the dispute on the merits.

An employee's application received by the labor dispute committee is subject to obligatory registration by the mentioned committee.

The labor dispute committee is obliged to consider an individual labor dispute within ten calendar days from the day of submission of the employee's application.

The dispute is considered in the presence of the employee who has submitted the application or the representative authorized by him/her. Consideration of the dispute in the absence of the employee or his representative is allowed only on the written application of the employee. In the absence of the employee or his representative at a meeting of the commission review of the employment, the dispute is postponed. In the case of a second failure of the employee or his representative without a valid reason, the commission may decide to remove the issue from consideration, which does not deprive the employee the right to apply for consideration of the employment dispute again within the established period.

The labor dispute commission has the right to call witnesses to the meeting, invite specialists. At the commission's request, the employer (its representatives) is obliged to submit the necessary documents to the commission within the period specified by the commission

A protocol is kept at the meeting of the labor dispute committee, which is signed by the chairman of the committee or his deputy and certified by the committee seal.

The labor dispute commission shall adopt a decision by secret ballot by a simple majority of votes of the committee members present at the meeting.

The copies of the decision of the labor dispute commission, signed by the chairman of the commission or his deputy and certified by the seal of the commission, are handed over to the employee and the employer or their representatives within three days from the day the decision is made.

The decision of the commission for labor disputes is to be executed within three days after the expiry of ten days provided for appeal.

If the decision of the labor dispute commission is not executed within the established term, the mentioned commission issues a certificate to the employee, which is an executive document. The employee can apply for a certificate within one month from the date of the decision of the labor dispute committee. If an employee misses the specified deadline for good reasons, the labor dispute committee may restore the deadline. A certificate is not issued if the employee or the employer has applied to the court to postpone the labor dispute within the specified period.

Based on a certificate issued by the labor dispute commission and submitted not later than three months from the date of its receipt, the bailiff enforces the decision of the labor dispute commission.

If an employee misses the established three-month period for good reasons, the labor dispute committee that issued the certificate may restore this period.