

Georgia

Fixed Term Contracts

Fixed term contracts are mandatory. The minimum contract is 1 year, maximum is open but must be renewed annually. To terminate a fixed term contract early, 30 calendar days written notice must be provided and 1-month salary severance OR a minimum of 3 calendar days written notice with a 2-month salary severance payment.

Probationary Periods

Probationary periods are allowed. The maximum duration of a probationary period is 6 months. No notice or cause is needed for termination during a probationary period.

Holidays

In Georgia, there are 15 public holidays. Work on holidays is considered OT and is compensated by an increased hourly wage determined by the agreement of all parties.

Vacation

All workers are entitled to a minimum of 24 annual leave days. Leave can be carried over to the next year with the employee's consent, but paid leave cannot transfer for 2 consecutive years. Annual leave is paid out at termination if the employer terminates. If the worker terminates, then they use their annual leave entitlement prior to the termination date.

Sick Leave

Sick Leave is unlimited, but if the worker uses more than 40 calendar days consecutively or if during 6 months more than 60 days are used, the days are unpaid. If this is the case, the worker can be terminated. The employer has to pay the Worker's wages while they are out sick, and most employers do not require a medical certificate for absences of 5 days (40 hours) or less.

Working Hours

Workers must not work more than 8 hours in a day, 40 hours per week. No worker is exempt from these restrictions.

Overtime

OT is compensated by an increased hourly wage rate agreed upon by the parties. Workers who are pregnant, the mother of a newborn or nursing woman, a disabled person or their legal representative/support person, a minor, or a parent of a child 3 years old and under to work OT without their consent.

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Termination

Real evidence/cause is needed to terminate a worker. Severance payments depend on the amount of notice provided (see Fixed Term Contract section). If the position is no longer needed, the same procedure with notice of real cause must be followed, including severance payment.

Mandatory Employer Costs

Income tax (20%); Pension contributions (non-residents are exempt)(2%); Bonuses and commissions are taxable.