

## Greece

### Fixed Term Contracts

Fixed term contracts are allowed in Greece for a maximum of three years. Three renewals are permitted within the three year period.

### Probationary Periods

Probationary periods of up to six months are allowable for workers on indefinite contracts. For workers on fixed term contracts the probationary period cannot exceed 1/4 of the total contract time with a maximum of 6 months.

### Holidays

Workers recognize 14 public holidays.

### Vacation

Workers on a five-day workweek are entitled to 20 days of paid leave (24 days for a six-day workweek) or a pro-rata portion thereof. That allowance is increased by one day for each subsequent full year of service, capped at 24 and 26 days respectively.

### Sick Leave

For the first 3 days of sick leave the Worker will receive 50% of the daily wage paid. If the sick leave continues beyond that time, the Worker will receive 100% of the daily wage and the employer is entitled to deduct the amount that the Worker received from the Social Organization. During the 1st year of employment (working year and not calendar), the Worker is entitled to receive 13 days of sick leave. From the 2nd working year on, the Worker is entitled to 25 days of sick leave.

### Working Hours

A standard workweek is 40 hours per week. Five-day workweeks are limited to 9 hours per day and 45 hours per week (8 hours per day and 48 hours per week for six-day workweeks).

### Overtime

Any amount worked between the standard and the limit is considered 'overwork,' which is paid at 120% of wages. Any amount worked over those limits is considered overtime. Overtime is limited to three hours per day and 150 hours per year. Overtime is paid at 140% of wages. Overtime over the 150 hours per year is paid at 160% of wages. Unlawful overtime is paid at 220% of wages. Overwork and overtime must be recorded with the government. Managing executives are exempt from working time and overtime restrictions.

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### Mandatory Bonuses

There are 14th months paid in Greece. A Christmas bonus of 100% is paid annually. Easter and Summer bonuses of 50% each are also paid. Bonus payment dates are specified by legislation

### Termination

Workers on indefinite contracts are entitled to written notice of termination as follows: 1 – 2 years of service: one month's notice; 2 – 5 years of service: two months' notice; 5 – 10 years of service: three months' notice. Workers are also entitled to severance based on years of service as outlined, below. If no notice of termination is provided, the full severance amount is due. If adequate notice is provided, half of the severance amount is due. 1 – 4 years of service: two months gross salary; 4 – 6 years of service: three months gross salary; 6 – 8 years of service: four months gross salary; 8 – 10 years of service: five months gross salary.