

Court case

Labor rights

The court has recognized the head of the Trade Union in a call center company as entitled to compensation equal to six months' salary from the employers for the termination of the employment contract.

Date: 20/05/2024

The Court of First Instance of General Jurisdiction in Tirana has ruled in favor of the employee represented by the Centre for Legal Empowerment in their lawsuit concerning the immediate and unjustified termination of their employment contract by the employer.

The employee, who was elected Chairman of the National Union of Telephone Operators by the employer operating in the call center sector, had their employment contract terminated without the consent of the Union, rendering the termination invalid. As a result, the court has acknowledged the employee's entitlement to compensation equivalent to six months' salary.

The court dismissed the arguments put forth by the legal representative of the call center company, contending that the employer did not require the Union's consent for contract termination, and that the Union's President is not afforded protection in exercising union rights in the absence of a collective agreement between the parties.

This legal proceeding has been under the purview of the Centre for Legal Empowerment's lawyers since 2021, providing legal assistance through advisory services, claim drafting, and representation in court for approximately three years.