



Memorandum of Understanding

Signed on November 17, 2014 by

***American Chamber of Commerce in Montenegro
(AmCham Montenegro)***

*Rimski trg 4/V, 81000 Podgorica
President, Mr. Predrag Lešić*

Montenegrin Employers' Federation
*IX Crnogorske brigade br. 1, 81000 Podgorica
Secretary General, Ms. Suzana Radulović*

Montenegrin Foreign Investors Council
*Moskovska 29, 81000 Podgorica
President, Mr. Rüdiger J. Schulz*

Chamber of Economy of Montenegro
*Novaka Miloševa 29/II, 81000 Podgorica
Secretary General, Mr. Pavle Radovanović*

Montenegro Business Alliance
*Kralja Nikole 27a/4 PC Čelebić, 81000 Podgorica
Economic Advisor, Ms. Vesna Daković*

Memorandum o razumijevanju

Potpisan 17. novembra 2014. između

***Američka privredna komora u Crnoj Gori
(AmCham Montenegro)***

*Rimski trg 4/V, 81000 Podgorica
Predsjednik, gđin Predrag Lešić*

Unija poslodavaca Crne Gore
*IX Crnogorske brigade br. 1, 81000 Podgorica
Generalna sekretarka, gđa Suzana Radulović*

Savjet stranih investitora u Crnoj Gori
*Moskovska 29, 81000 Podgorica
Predsjednik, gđin Rüdiger J. Schulz*

Privredna komora Crne Gore
*Novaka Miloševa 29/II, 81000 Podgorica
Generalni sekretar, gđin Pavle Radovanović*

Montenegro Biznis Alijansa
*Kralja Nikole 27a/4 PC Čelebić, 81000 Podgorica
Savjetnica za ekonomska pitanja, gđa Vesna Daković*

The Memorandum of Understanding (hereinafter: Memorandum) aims at establishing cooperation in improving the business environment in Montenegro with respect to Labor Regulation.

Article 1

All parties hereby declare their support to drafting a new Labor Law in Montenegro.

All parties agree that the Labor Law should be the main legislative document stipulating all rights and obligations of employers and employees in Montenegro.

Article 2

All parties hereby confirm their consent in the following issues:

1. Monetary claims submitted by employees should have a statute of limitations;
2. The procedure for establishing violations of workplace order should be simplified and stipulated only by the Labor Law;
3. Termination of employment contracts initiated by the employer should be allowed in a more flexible manner;
4. Inconsistencies present in the Article 25 of the Labor Law addressing fixed-term work agreements should be removed;
5. Segmented use of the annual leave should be regulated in a more flexible manner;
6. The term 'Salary' should be more precisely defined;
7. The notice period in the event of technical, technological and restructuring changes should be in accordance with the reasons for which the employment has been terminated.

Memorandum o razumijevanju (u daljem tekstu: Memorandum) potpisan je u cilju uspostavljanja saradnje u pogledu unapređenja poslovnog ambijenta u Crnoj Gori u oblasti radnog zakonodavstva.

Član 1

Strane potpisnice Memoranduma izražavaju podršku izradi novog Zakona o radu Crne Gore.

Strane potpisnice saglasne su da Zakon o radu treba da bude krovni akt koji će propisivati sva prava i obaveze poslodavaca i zaposlenih u Crnoj Gori.

Član 2

Strane potpisnice Memoranduma potvrđuju da su saglasne oko sljedećih pitanja:

1. Zastarjelost novčanih potraživanja treba vremenski ograničiti;
2. Postupak utvrđivanja povrede radne obaveze treba pojednostaviti i propisati samo Zakonom o radu;
3. Omogućiti fleksibilniji način okončanja radnog odnosa na inicijativu poslodavca;
4. Treba ukloniti nelogičnosti u članu 25 Zakona o radu koji propisuje trajanje ugovora o radu;
5. Korišćenje godišnjeg odmora u djelovima treba da bude liberalnije regulisano;
6. Pojam „zarada“ treba preciznije definisati;
7. Otkazni rok u slučaju tehničko-tehnoloških i restrukturalnih promjena treba prilagoditi razlozima zbog kojih prestaje radni odnos;

Signatory parties:

**American Chamber of Commerce in
Montenegro (AmCham Montenegro)**



Legal Representative: Mr. Predrag Lešić

**Montenegrin Employers' Federation
Representative Association of Employers at
the Social Council of Montenegro**



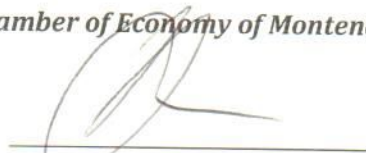
Legal Representative: Ms. Suzana Radulović

Montenegrin Foreign Investors Council



Legal Representative: Mr. Rüdiger J. Schulz

Chamber of Economy of Montenegro



Legal Representative: Mr. Pavle Radovanović

Montenegro Business Alliance




Legal Representative: Ms. Vesna Daković

Podgorica, November 17, 2014

Strane potpisnice:

**Američka privredna komora u Crnoj Gori
(AmCham Montenegro)**



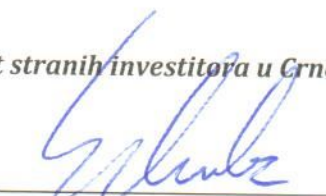
Ovlašćeni predstavnik: gđin Predrag Lešić

**Unija poslodavaca Crne Gore
Reprezentativni predstavnik poslodavaca u
Socijalnom savjetu Crne Gore**



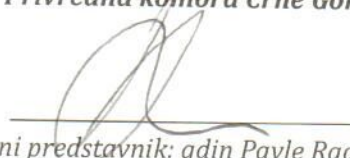
Ovlašćena predstavnica: gđa Suzana Radulović

Savjet stranih investitora u Crnoj Gori



Ovlašćeni predstavnik: gđin Rüdiger J. Schulz

Privredna komora Crne Gore



Ovlašćeni predstavnik: gđin Pavle Radovanović

Montenegro Biznis Alijansa



Ovlašćena predstavnica: gđa Vesna Daković

Podgorica, 17. novembar 2014. godine