

Labor Practices, Chapter 16 (Amending Title 18)

AN ACT TO AMEND SUB-SECTION THREE (3) OF SECTION 1508 OF CHAPTER 16 OF THE LABOUR PRACTICES LAW OF LIBERIA

WHEREAS, Sub-section Three (3) of 1508 of the Labour Practices of Liberia, since its passage into law has become a root cause for most of the Labour disputes in Liberia between employers and employees.

WHEREAS, the advent of a new political dispensation which ushered in a new democratic order that seeks the protection of the fundamental rights of all Liberians, irrespective of class, creed, gender and/or social status, necessitates the need and urgency to review Sub-session Three (3) of 1508 of the Labour Practices Law of Liberia; and

WHEREAS, in an attempt to amend aforesaid Sub-session Three (3) of 1508 of the Labour Practices Law of Liberia, consultative meetings were held amongst stakeholders drawn from employers, workers unions, Government ministries and civil society organizations, with sole purpose of evolving consensus on the amendment;

NOW THEREFORE, it is enacted by the Senate and the House of Representatives of the Republic of Liberia, in Legislative Assembled:

SECTION I

Sub-section Three (3) of 1508 of Chapter 16 of the Labour Practices Law of Liberia, which reads: "where the contract is concluded between the employer and the employee for an indefinite period, the employer shall have the right to dismiss the employee on condition that he gives him two weeks written notice in the case of non-salaried employee and four weeks written notice in the case of salaried employee or payment in lieu of such notice", is hereby amended.

SECTION II

The amended version of Sub-section Three (3) of 1508 of Chapter 16 of the Labour Practices Law of Liberia shall read as follows, to wit: "Where the contract is concluded between the employer and the employee for an indefinite period, the employer shall have the right to dismiss the employee on condition that he gives him/her two weeks written notice in the case of non-salaried employee or four weeks written notice in the case of salaried employee or payment in lieu of such notice provided however; that the employer shall also pay to the employee as follows:

(A) Non - salaried Employee

In the Case of non-salaried employee, the employer shall pay six weeks for each year of service, including any accrued wages and all unpaid benefits.

(B) Salaried Employee

In the Case of salaried employee, the employer shall pay one and the half month salary for each completed year of service, including any unpaid accrued salaries and benefits.

(C) That an employee who has worked for not less than ten (10) years under the same employer, shall not be dismissed without cause as defined in Sub-session Two (2) of session 1508 of the Labour Practices Law of Liberia.

This Act shall take immediate effect upon publication in handbill.

ANY LAW TO THE CONTRARY NOTWITHSTANDING

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