



**LABOR CODE
OF
THE STATE OF SAN
ANDREAS**

Version 1.0
31st October 2022

Article 1. General provisions

1.1The State Labor Code is a set of laws that govern the employment relationship between employees and employers.

1.2 Objectives of the Labor Code

- a) Establishment of state guarantees of labor rights and freedoms of citizens;
- b) Creation of favorable working conditions;
- c) Protection of the rights and interests of employees and employers.

1.3 The main tasks of labor legislation

- a) Labor organization and labor management;
- b) Labor dispute resolution.

1.4 Basic principles of regulation of labor relations

- a) Freedom of labor;
- b) Prohibition of forced labor and discrimination in the workfield;
- c) Fair working conditions;
- d) Equality of rights and opportunities for workers.

1.5 Labor law applies throughout the state of San Andreas and extends its legal force to public and private organizations.

1.6 An employee is an individual who has entered into an employment relationship with an employer.

1.7 An employer is an individual, business or organization who has entered into an employment relationship with an employee.

1.8 Any citizen can find a job in a government organization only if he has no criminal

record, is not seen in criminal structures, is not on the blacklist of the organization in which he wants to get a job, or in the general blacklist of all government organizations published on the official government email server.

Article 2. Employer's rights and obligations

2.1 Employer's rights

- a) To begin and to terminate employment agreements or contracts;
- b) To require the employee to comply with all the rules and norms of work;
- c) To create and to approve regulations (charters, job descriptions, etc.);
- d) To reward employees for their conscientious work;
- e) To edit and supplement the employment contract with conditions that do not worsen the employee's position;
- f) To implement disciplinary action;
- g) To establish a work schedule for his organization.

2.2 Employer's obligations

- a) To comply with all State Codes and Laws;
- b) To provide the employee with comfortable working conditions;
- c) To pay an employee a bonus for the labor function performed by him;
- d) To provide a position or title to an employee, stipulated in the duties for promotion in the career ladder;
- e) To provide conditions for career growth;
- f) To ensure the timely advancement of the employee up the career ladder;
- g) To consider complaints from employees regarding the work process;
- h) To pay in full the wages due to employees;
- i) To provide working conditions that meet the standards regulated by State Laws and codes;
- j) To provide all necessary instructions for the appropriate execution of

working tasks;

k) To familiarize employees with the internal organizational charter and rules;

l) To conclude an employment contract only with the personal presence of the employee being hired.

Article 3. The rights and obligations of the employee

3.1 Employee rights

a) To terminate your employment you must abide by the terms stated in your employment contract if signed.

Note: Going AWOL is the action of leaving the National Guard without notifying either the General or their respected commissioned officer of the Organization. This is a Federal Crime and is punishable by law. This can also lead to the individual being declared a Deserter.

b) To receive complete information about the working conditions;

c) To take a vacation or a time off provided by the internal regulations of the organization;

d) To receive a salary;

Note: Salary is received every hour only if the employee was not sleeping.

e) To receive a professional training, retraining or an advanced training in accordance with the chosen specialty;

f) To demand the reason for the dismissal from the employer, as well as all material confirming it within 48 hours of said dismissal;

g) To sue the employer for subsequent proceedings, in case of an employer violating the Labor code.

3.2 Employee's obligations

a) To fulfill his labor duties in good faith;

- b) To comply with the internal labor regulations of the organization (charter);
- c) To come to a personal meeting with the employer to conclude an employment contract;
- d) To comply with state law at all times;
- e) To comply with the legal and working requirements of the employer;
- f) To conduct polite speech with the residents of the state, as well as to obey the leadership of the organization in which the employee is located;
- g) To keep work records and submit them in a timely manner;
- h) To follow the dress code provided by the organization;
- i) To have valid medical insurance at all times.
- j) To have a valid weapons license at all times when required by law.

Article 4. Working hours

4.1 The employee is obliged to be at the workplace or perform work duties in accordance with the internal labor regulations of the organization.

4.2 The duration of daily work cannot exceed 12 hours for employees of state organizations.

4.3 The employee has the right to continue working after the end of the working day at his own request.

4.4 The duration of daily work must be specified in the organization's internal labor regulations and must not exceed the norm established by the State Labor Code.

4.5 Lunch break and other breaks during the working day cannot be longer than 2 hours.

4.6 The employer is obliged to grant a break or a vacation if the employee has a valid

reason. Additional vacation days for excellence in work / service are at the discretion of the employer.

Article 5. Remuneration for labor

5.1 The main components of remuneration are hourly wages and bonuses.

5.2 Bonuses directly depend on the position of the employee, his professional qualifications and hours worked in the organization.

5.3 The bonus is paid exclusively at the discretion of the employer. Should problems arise with the treasury, then the bonus may be delayed indefinitely until the problem is resolved. The bonus is paid exclusively in the currency of the state of San Andreas.

5.4 The employer has the right to issue a bonus from personal funds.

Article 6. Labor discipline

6.1 Labor discipline and work schedule

- a) Work Discipline - It is mandatory for all employees to comply with the internal labor regulations and the laws of the State of San-Andreas.
- b) The employer is obliged to create the conditions necessary for employees to comply with labor discipline.
- c) Internal labor regulations are a local regulatory act that carries the basic rights and obligations, work schedule and rest time for the entire organization.

6.2 The internal labor regulations are approved exclusively by the employer, taking into account the opinion of the supervising state organization, represented by the Department of Social Development.

6.3 The Employer has the right to encourage employees who perform their labor duties in good faith.

6.4 For violation of the internal labor regulations (charter) and/or the Labor code of the State of San Andreas by an employee, an employer has the right to apply the following disciplinary sanctions:

- a) Reprimand;
- b) Demotion;
- c) Suspension (demotion to rank 1);
- d) Dismissal.

6.5 The employer has the right to remove the disciplinary sanction from the employee, if during the following seven days from the sanction, the employee showed up to work, accomplished his tasks accordingly, displayed good behavior and did not receive any new disciplinary sanction.

Article 7. Suspension

7.1 Suspension from work is a temporary preventive measure in the form of a ban on exercising one's official powers, with or without the preservation of wages and positions (at the discretion of the head of the organization), until a final decision is made.

7.2 Temporarily suspension of an employee from the organization can be performed by:

- a) The Employer: the head of the organization, the deputy head of organization;
- b) Authorized people: Governor, Deputy Governor, Attorney General, Supreme Court Justice.

7.3 The grounds for suspension from work are:

- a) pre-trial proceedings;

- b) investigative measures;
- c) recertification of an employee;
- d) exceeding official powers (by the decision of the head of the organization).

Article 8. Termination of employment

8.1 The employee has the right to write a letter addressed to the employer for dismissal of his own free will (letter of resignation).

8.2 The employment relationship may be terminated by the employer in the following cases:

- a) Repeated violation of the internal labor regulations of the organization;
- b) In case of identification in the employee's personal file of outstanding violations of the Penal Code;
- c) Repeated failure of the employee to fulfill his duties;
- d) Absenteeism from the working day;
- e) The appearance of an employee at work in a state of alcoholic or drug intoxication;
- f) Incitement to conflicts within the organization;
- g) Unsuitability (incompetence);
- h) In case of identification of an actual record addressed to the employee in the emergency situations of organizations.

8.3 Grounds for termination of an employment contract

- a) Termination of labor relations at the initiative of the employee (Article 8.1);
- b) Termination of employment at the initiative of the employer (Article 8.2);
- c) Violation of the rules established by this Labor Code;
- d) Transfer of an employee to another organization by agreement of the parties.

8.4 A civil servant can be included in the blacklist of organizations in accordance with the current legislation.

Article 9. Protection of the rights and freedoms of the employee

9.1 Everyone has the right to defend their labor rights and freedoms in all ways that are not prohibited by law. The main methods of protection are:

- a) Self-defense by workers of their labor rights (peaceful settlement);
- b) Contacting the San Andreas Attorney General's Office.

9.2 If, during the course of a pre-trial proceedings, the State Department of Social Development reveals violations in the employer's actions in relation to the employee, the case will be brought to court.

9.3 The main government organization that oversees labor compliance is the State Department of Social Development. In connection with the tasks assigned to it, in the sphere of labor, the State Department of Social Development has the authority to:

- a) Initiate criminal and administrative cases;
- b) Analyze the circumstances and causes of the violations identified, as well as to take measures to eliminate and restore the violated labor rights of citizens;
- c) Conduct reception and consider applications (complaints of citizens about the violation of their labor rights);
- d) Conduct scheduled and unscheduled inspections for the knowledge of legislation;
- e) Conduct scheduled and unscheduled inspections to identify violations in the field of labor;
- f) Implement legal advice in the field of labor.

9.4 Violation of labor legislation provides for administrative liability for labor discrimination, discrimination in employment, discrimination in the field of labor, as well as discrimination in recruitment, promotion, determination of wages, distribution of duties, etc.

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