

Extract from the Labor Code

Article 175. When Wage Deductions are Permissible and Deduction Methods

1. With the exception of cases defined hereby, specific deductions may be taken from the salary of an employee only with his written consent or on the basis of executive documents stipulated by the legislation.
2. An employer may deduct only the following from an employees salary:
 - a) Appropriate taxes, social insurance fees and other mandatory payments specified by law;
 - b) amounts specified in executive documents stipulated by the legislation;
 - c) losses incurred by an employer that were caused by the employee (except in cases when the employee bears full material responsibility) in an amount not to exceed the average monthly salary of the employee;
 - d) a portion of the vacation pay proportionate to the vacation days lost as result of the employees early resignation;
 - e) the balance of the money paid in advance to the employee for official travel which was not reimbursed;
 - f) overpayments to the employee as a result of mathematical errors by the bookkeeper;
 - g) the unused portion of money given to the employee to purchase goods and equipment needed for production which has not been returned to the employer;
 - h) Amounts determined in cases stipulated in collective agreements.
 1. An employer may perform accounting operations to deduct cash advances, money owed by the employee, or overpayments resulting from miscalculation no later than one month after the deadline for its reimbursement. Upon expiry of the noted term, the aforesaid amounts may not be deducted from the employees account.
 2. No deductions from severance pay, wages, or other payments that are tax-exempt pursuant to law shall be permitted.
 3. With the exception of payments resulting from mathematical error, additional amounts paid to the employee, including the amounts paid as a result of failure to enforce the law or other regulations, may not be deducted.
 4. At the written request of the employee, portions of his salary in amounts that he specifies may be deducted and sent to specified creditors in payment for loans, credit, and other personal debt. An employer may not accept creditors requests unless the employee has requested said deductions.

Article 176. Reducing Deductions from Compensation

1. Total deductions may not exceed 20 percent of the employees compensation. In the case of legal actions defined by law, the deductions may not exceed 50 percent of his compensation.

2. When legal documents require several simultaneous deductions, the employee always shall be paid 50 percent of his compensation.

3. The limits specified in the first and second parts of this Article do not apply to alimony deductions, reimbursement of damages caused to health, compensation of damages caused to persons as a result of supporter loss and reimbursement of damages, caused as a result of crime or when the employee is undergoing corrective labor (serving time in prison).