

Roundtable
Working language: RU

30 September 2025
15:00 – 17:00

Zoom

OPEN EVENT ORGANISED BY LABOUR LAW SUBCOMMITTEE

HR STRATEGY AND TACTICS: FINE- TUNING BASED ON CURRENT COURT PRACTICE

PROGRAM

Moderator: **Evgeny REYZMAN**, AEB Labour Law Subcommittee Chairperson

15:00 – 15:10 **Welcome remarks**
Irina AKSENOVA, Chairperson of the AEB Human Resources Committee

15:10 – 16:10 **PROBATION UPON HIRING: WHAT CURRENT JUDICIAL PRACTICE
SUGGESTS.**

The procedure for establishing probation for employees. Employee evaluation based on the results of probation and termination prospects

SUBTLETIES IN TERMINATION TALKS WITH DIFFICULT EMPLOYEES.

How to build a dialogue at negotiating employment termination? Is it possible to offer a choice between mutual termination agreement and disciplinary dismissal/ termination by staff reduction? Can the parties make an audio recording of negotiations without each other's consent?

Elena PITIRIMOVA, Partner, Melling, Voitishkin & Partners

Georgy MZHAVANADZE, Partner, Melling, Voitishkin & Partners

16:10 – 16:40 **DISMISSING INDIVIDUALS WITH FAMILY RESPONSIBILITIES HAS
BECOME MORE DIFFICULT.**

What options are still available to employers with the view of the current judicial practice?

Andrey SLEPOV, Partner, ADVANT BEITEN

16:40 – 17:00 **QUESTIONS & ANSWERS**

Working language: **Russian**, no interpretation will be provided

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