

**By the Judgement of 27 April 2024 No. 22-II, the Constitutional Court assessed constitutionality of Article 74 (parts 1-4) and Article 77 (item 8 of part 1) of the Labour Code of the Russian Federation**

The interrelated legal provisions were examined in so far as they serve as grounds for changing, at the employer's initiative and without the employee's consent, a condition of the employment contract specified by the parties concerning a workplace located at a different place from the employer's location, as well as for resolving the issue of dismissal of an employee in connection with his refusal to continue working at a different place from the one where he had previously worked.

At the same time, it was noted separately that the legal provisions challenged by the applicant apply equally to employees and municipal employees, and that the Constitutional Court therefore considered it possible to assess their constitutionality (and formulate legal positions) without limiting the subject matter of the examination in this case.

The contested interrelated legal provisions were found not to be inconsistent with the Constitution of the Russian Federation because, in the circumstances described above, they do not presuppose that an employer unilaterally changes a condition of an employment contract concerning an employee's place of work and that such an employee should be dismissed in such a case.

If an employee refuses to continue working at another workplace in another location, his or her dismissal (if the employer is unable to offer the employee another job in the same location that the employee is capable of performing, taking into account the employee's state of health) should be conducted in accordance with the rules provided for in the event of the liquidation of an organisation, with appropriate guarantees for the employee.