

By the Judgement of 17 March 2026 No. 15-II, the Constitutional Court assessed constitutionality of Article 129 (part 1), Article 132 (part 1) and Article 135 (part 2) of the Labour Code of the Russian Federation

These interrelated legal provisions were examined to the extent that they (including in conjunction with the provisions of local normative acts) serve as a basis for resolving the issue of whether it is possible to discontinue the payment to an employee who holds the position of head of a structural unit of an organisation of bonuses forming part of his wages and linked to that employee's qualifications, as well as to reduce the amount of such bonuses in connection with a breach of labour discipline by that employee.

The contested provisions were recognised as not contradicting the Constitution, to the extent that they do not provide for the establishment at the local level of rules for calculating bonuses forming part of wages and linked to the employee's qualifications that would permit the discontinuation of the payment of such bonuses to the said employee, or an arbitrary reduction of their amount, solely in connection with a breach of labour discipline by the employee and beyond the paid period during which the employer discovered such breach.