

**Keywords:** *Collective dismissal, dismissal, canceling the contract of employment, employer, union, crisis.*

**Abstract:** The paper defines the concept of collective dismissal and explains it according to the employment legislation in our country. The implementation of the procedure, the conditions the employer must perform as well as the special rights of the dismissed employees are presented.

In 2009, the collective dismissal phenomenon will be amplified by the world financial crisis; predictions are presented in this direction.