



**Dear Readers,**

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

**NEW EU DIRECTIVE ON PLATFORM WORK IN FORCE**

On 1 December, the EU Directive 2024/2831 on improving working conditions for platform-based work came into force. Among other measures, it introduces a presumption of employment relationship for individuals providing services through platforms, such as couriers and food delivery workers. The directive must be implemented into Polish law no later than on 2 December, 2026.

**HIGH TEMPERATURE REGULATIONS IN FEBRUARY 2025**

The Ministry of Family, Labor, and Social Policy has confirmed in its legislative agenda that regulations setting maximum workplace temperatures will come into effect in early February 2025. Back in August of this year, the Ministry announced that when temperatures in the workplace exceed 28 degrees, employers will be required to take measures such as installing air conditioning, providing beverages, or reducing working hours.

**LOGGING INTO WORK SYSTEM ALLOWED DURING SICK LEAVE**

The District Court in Łomża overturned a decision by the Social Insurance Institution (ZUS) to deny sick pay to an employee. The individual, who was both an employee and a contractor managing group employee insurance, logged into the company system during sick leave and performed a single action. ZUS had deemed this a misuse of the sick leave. The court disagreed, finding her action incidental and compelled by circumstances, as she could not delegate the task to someone else without the consent of the employer. (Ruling of the District Court in Łomża from 24 September, 2024, case no. IV U 115/24).

**THE MINISTRY CALLS FOR REGULATING CHILDREN'S WORK IN SOCIAL MEDIA**

The Parliamentary Committee on Children and Youth is looking at the issue of children working on social media platforms. Representatives of the Ministry of Family, Labor, and Social Policy emphasize the need to amend the Labor Code to ensure proper protection for minors. However, the rapid evolution of social media presents challenges for lawmakers. Experts propose broadening the definition of child labour to include income-generating activities online, though these are currently just suggestions. Legislative work has yet to begin.

**AMENDMENTS TO THE FOREIGN CITIZENS ACT**

On Wednesday, a draft amendment to the Foreign Citizens Act was submitted for consultation. The key provisions of the amendment propose changing the process for applying for temporary residence, permanent residence, and EU long-term resident permits to an electronic submission system. Additionally, the draft introduces several other changes, including updates to registries, guidance for non-nationals, and new statutory definitions.

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**UPCOMING EVENTS**

- **Employer and employee in court: Employee misclassification lawsuits** - 10 December 2024, 11:00-11:45, online. More: *here*.
- **HR Lab Krakow: Top HR challenges for 2025** - 10 December 2024, 10:00-14:00, online. More: *here*.
- **On unions with unions: Key challenges in union-management relations for 2025** - 11 December 2024, 11:00-11:45, online. More: *here*.
- **No, because of GDPR! New technologies in key decision making** - 12 December 2024, 11:00-11:45, online. More: *here*.
- **Webinar: How to identify workplace bullying** - facts vs. fiction - 16 December 2024, 11:00-11:45, online. More: *here*.
- **Modern Employer: Holiday celebrations – legal challenges and best practices** - 17 December 2024, 11:00 - 11:45, online. More: *here*.
- **PCS MeetUp: HR detective. When and how to carry out internal investigations?** - 18 December 2024, 11:00-11:30, online. More: *here*.