



Dear Readers,

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

WORKPLACE BULLYING: NEW DEFINITION AND NEW OBLIGATIONS FOR EMPLOYERS

Poland's Ministry of Labour and Social Policy is proposing a new bill to redefine workplace bullying. According to media reports, the law aims to simplify the definition of workplace bullying, obliging employers to actively prevent, detect, and assist victims. The Ministry also proposes integrating anti-bullying procedures into internal workplace regulations. Additionally, increased financial penalties for employers are being considered, with a minimum compensation for employees equivalent to six months' salary. The bill is ready and currently awaiting inclusion in the legislative work agenda.

PAY TRANSPARENCY: NEW RULES FOR JOB OFFERS

A bill amending the Labour Code has been submitted to the Sejm, mandating pay disclosure in job offers. Employers will be required to provide a salary range, with non-compliance punishable by a fine. Additionally, the amendment introduces the right of employees to inquire about the salaries of colleagues in similar positions and prohibits employers from forbidding the disclosure of salary information. Link to the bill: [here](#).

ADDITIONAL LEAVE FOR PARENTS OF PREMATURE AND HOSPITALISED CHILDREN

A new law introducing supplementary maternity leave for parents of premature babies is set to be published in the Journal of Laws. This entitlement will range from 8 to 15 weeks, depending on factors such as the duration of the child's hospitalization, the week of pregnancy at birth, and the infant's birth weight. The law is expected to come into effect in the first half of 2025. The final version of the law can be accessed [here](#).

CONTRIBUTION-FREE LUNCH CARDS: RECEIPTS REQUIRED

On 3rd December, a significant decision was made by the Social Insurance Institution (ZUS) branch in Gdańsk (DI/100000/43/1101/2024), recognizing the exemption of lunch cards from social security contributions. Previously, ZUS had rejected various employer-funded methods as ineligible for this exemption. However, in this recent decision, ZUS clarified that to qualify for the exemption, employees must provide proof of meal purchases to their employer. This regulation applies to all types of lunch cards, including those technically limited to meal purchases. Link: [here](#).

SUPREME COURT: ZUS INSTALLMENT AGREEMENTS NOW SUBJECT TO COURT REVIEW

On 10th December, the Supreme Court issued a landmark ruling regarding ZUS instalment arrangements. Previously, ZUS maintained that its instalment arrangements did not constitute official decisions and were therefore not subject to court review. However, the recent Supreme Court ruling has overturned this stance, recognizing that ZUS decisions on instalment arrangements are indeed subject to review by ordinary courts. Link: [here](#).

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner, and **Zuzanna Janelli**, trainee advocate, lawyer.

UPCOMING EVENTS

- **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](#).