



Dear Readers,

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

THE DEADLINE FOR REPORTING THE NUMBER OF TRADE UNION MEMBERS IS APPROACHING

By 10 January, trade unions must inform employers about the number of members they have. If they fail to do so, they lose the right to provide such information. If an employer has some doubts as to whether the provided number of union members is correct, they may challenge it within 30 days. Then, the matter will be decided in court. We are experienced in handling such disputes.

PIP INSPECTION AGENDA FOR 2023

The National Labour Inspectorate (PIP) has published its agenda for 2023. It includes, in particular, planned inspections concerning the construction sector, occupational health and safety, the legality of employment (temporary work, employment under contracts based on the Civil Code, outsourcing) and Sunday trading. In 2023, PIP plans to carry out 60,000 inspections and to cover at least 35,000 entities, including employers, entrepreneurs, employees and others by various forms of preventive measures. As usual, considering employee complaints will be at the core of PIP's activity. The number of complaints remains high, which is a sign that there is still much to do in the area of labour protection. New tasks will concern in particular the mobility package and remote working. Another important issue will be workplace bullying.

BRIDGING PENSIONS – PIP'S NEW POWERS

PIP inspectors will be able to inspect records and lists of employees who work in special conditions. The employer is obliged to pay a contribution to the Bridging Pensions Fund on their behalf, amounting to 1.5 per cent of their pay.

WORKING TIME STANDARDS AND DAYS OFF IN 2023.

In 2023, there will be 25 days and 2,000 working hours, which means eight hours less work than in 2022. The arrangement of public holidays is quite favourable this year and allows for longer holidays with taking fewer days off. Employers must remember to give employees an extra day off for Independence Day on 11 November, which falls on Saturday this year.

Public holidays will be:

- 1 January (Sunday)- New Year's Day;
- 6 January (Friday) - Epiphany;
- 9 April (Sunday) – the first Easter day;
- 10 April (Monday) – the second Easter day;
- 1 May (Monday) - public holiday;
- 3 May (Wednesday) - a public holiday -Constitution Day;
- 28 May (Sunday) - Pentecost;
- 8 June (Thursday) - Corpus Christi;
- 15 August (Tuesday) – the Assumption of the Blessed Virgin Mary;
- 1 November (Wednesday) - All Saints' Day;
- 11 November (Saturday) - National Independence Day;
- 25 December (Monday) – the first Christmas Day;
- 26 December (Tuesday) – the second Christmas Day.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **Let's talk about money: a step-by-step guide to creating a bonus system - what to keep in mind to make it work** - 12 January 2023, 11:00-11:45, online. More: [here](#).
- **On unions with unions: Verifying the number of trade union members** - 17 January 2023, 11:00-11:45, online. More: [here](#).
- **Webinar: Labour Code 2023** - 18 January 2023, 10:00-11:00, online. More: [here](#).
- **PCS MeetUp: New Act on the employment of non-nationals - when will it come into force and what changes to prepare for?** - 25 January 2023, 11:00-11:30, online. More: [here](#).