



Dear Readers,

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

#### **LABOUR CODE AMENDMENTS RELEASED TODAY: NEW DEFINITION OF WORKPLACE BULLYING**

On Monday, 20 January, the Polish government released a bill amending the Labour Code that introduces a new definition of workplace bullying. The bill, available on the government legislation centre website, defines workplace bullying as "persistent harassment of an employee", characterized by its repetitive, recurrent, or permanent nature. The amendments also include a non-exhaustive list of bullying behaviours, encompassing humiliation, derogation, and intimidation. Employers will have to proactively combat bullying through prevention, early detection, appropriate responses, corrective actions, and support for affected employees. Link to the bill: [here](#).

#### **GOVERNMENT PROPOSES WORKPLACE TEMPERATURE REGULATIONS**

The Ministry of Family, Labour and Social Policy has proposed new regulations that would establish upper temperature limits in workplaces. The draft legislation suggests a maximum temperature range of 22°C to 28°C, depending on the physical demands of the job. Employers will be required to implement measures to reduce temperatures exceeding these limits. Work will be prohibited when temperatures exceed -35°C or 32°C. The regulations are expected to come into effect 14 days after their official promulgation. Link to the legislative process: [here](#).

#### **ADDITIONAL MATERNITY LEAVE: NEW OBLIGATIONS FOR EMPLOYERS**

Starting in March, new regulations for additional maternity leave granted to parents of children born prematurely will come into effect. Employers will be legally obligated to grant such leave upon receiving a formal request with the required supporting documents from the employee and keep the request in Part B of the employee's personnel file. Employers are advised to review their internal procedures and make necessary updates in preparation for these changes. Link to the legislation: [here](#).

#### **DIRECTIVE ON ADEQUATE MINIMUM WAGES IN THE EU CHALLENGED**

On 14th January, the Advocate General of the Court of Justice of the European Union (CJEU) issued an opinion recommending the annulment of the Directive on Adequate Minimum Wages in the EU. The Advocate General argued that setting minimum wages should primarily be a matter for Member States. The Directive, they contend, interferes with national remuneration systems, violating the principle of the division of competences between the EU and its Member States as outlined in the Treaty on European Union. The Advocate General emphasized that while the EU can support Member States in employment matters and employee representation, it lacks the authority to directly regulate wages. The decision now rests with the CJEU, which will ultimately determine the future of this Directive. Case: Denmark vs European Parliament and Council of EU (C-19/23). Link to the opinion: [here](#).

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#### **UPCOMING EVENTS**

- **Webinar: 10 key rules of disciplinary dismissals** - 21 January 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Workplace bullying in the wake of new legislation - why leader training is essential now** - 22 January 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Labour Inspections in 2025 - preparing before the inspectors' arrival** - 24 January 2025, 11:00-11:45, online. Registration: [here](#).
- **Online training: Employee use of AI & contracts, policies, and procedures** - 27 January 2025, 11:00-12:00, online. Registration: [here](#).
- **Webinar: Layoffs in Germany & Poland: Differences & Similarities** - 28 January 2025, 11:00-11:30, online. Registration: [here](#).
- **PCS MeetUp: Task-based working time - benefits and risks** - 29 January 2025, 11:00-11:30, online. Registration: [here](#).
- **The Road to Transparency: Introduction to pay transparency - understanding the directive and preparing for implementation** - 30 January 2025, 11:00-11:45, online. Registration: [here](#).