



Dear Readers,

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

WORK-LIFE BALANCE LAWS WILL BECOME EFFECTIVE ON 26 APRIL

On 4th April, the latest amendment to the Labor Code transposing two EU directives into Polish law was published in the Polish Journal of Laws. The new regulations will take effect on 26th April. It is high time to get ready for the changes, which include:

- new obligations for employers concerning fixed-term contract termination
- linking the statutory term for a probationary contract with the period of planned employment
- providing more information on terms and conditions of employment
- new application forms concerning work organization
- ban on prohibiting additional employment without a contract
- additional work breaks
- new 5-day carer's leave
- new 2-day or 16-hour force majeure leave
- extension of parental leave to 41 weeks (one child) and 43 weeks (more children)
- flexible work arrangements for an employee with a child under 8.

Link to the law [here](#).

REMOTE WORK REGULATIONS ARE OFFICIALLY ON

New remote work regulations became effective on 7th April. Employers can introduce remote working arrangements by implementing internal regulations or entering into individual agreements with employees. It is the last call for those employers who would like to introduce remote work setup but have not yet implemented any regulations or agreements to that effect.

REMOTE WORKERS TO KEEP INCREASED TAX-DEDUCTIBLE COST

The Ministry of Finance has confirmed that the tax interpretation concerning increased deductible cost for those working remotely issued during the COVID-19 pandemic remains valid. Thus, remote workers will retain their right to apply increased deductible costs regardless of whether their work setup is fully remote or hybrid. Information ID: 535388.

ATTORNEY GENERAL TO ECJ ON EYEWEAR REIMBURSEMENT FOR REMOTE WORKERS

The existing remote work regulations do not mention the issue of corrective eyewear reimbursement for remote workers. However, lawmakers have noticed it needs to change. They declared that they will introduce regulations to allow employees to apply for eyewear reimbursement.

GOVERNMENT IS WORKING ON A BILL TO SUPPORT PEOPLE WITH DISABILITIES

On 4th April, the Council of Ministers finalized their work on a bill that aims to improve the quality of life and independence of people with disabilities, and increase their chances of re-entering the workforce. People with disabilities will be able to decide whether the nursing benefit, special care allowance and carer's allowance will be paid directly to them or the carer. Link to the bill [here](#).

REASONS FOR TERMINATION NOT IN WRITING

Responding to a question from a Polish court, the Advocate General of the CJEU said that the obligation to provide reasons for termination in writing only for indefinite employment contracts is compliant with EU law. However, it is on condition that cases involving unfair or unlawful termination can be brought to court to examine whether the reasons for termination were legitimate. The Advocate General pointed out that Polish courts hold widely divergent views on whether the same can be applied to fixed-term contract terminations. We'll just have to wait and see what will be the CJEU's take on that.

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

UPCOMING EVENTS

- **Webinar: Employment law guidebook – Top 10 FAQs about the latest employment law changes**
- 18 April 2023, 10:00-11:00, online. More: [here](#).
- **On unions with unions: Changes to internal regulations - when with and when without union consent**
- 18 April 2023, 11:00-11:45, online. More: [here](#).
- **HR Meetup Wrocław #5: Labour Code Changes** - 19 April 2023, 18:00, Wrocław. More: [here](#).
- **SOS PCS | Littler - Employer in Crisis: Can ex-employees poaching clients be held accountable?**
- 21 April 2023, 11:00-11:45, online. More: [here](#).