



Dear Readers,

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

EU FINES POLAND OVER LACK OF WHISTLEBLOWER LAW

On Thursday, 25th April, the Court of Justice of the European Union (CJEU) ruled that Poland failed to properly implement the Whistleblower Protection Directive. At the EU Commission's request, Poland will now face daily fines of €40,000 and a one-time penalty of €7 million. Notably, a government bill on whistleblower protection was submitted to the Polish parliament on 17th April, so we can expect swift legislative action. Judgment in case C-147/23, European Commission v Poland.

CASH PIT NOT FOR EVERYONE

The Polish Ministry of Finance proposed a new law allowing entrepreneurs to pay personal income tax only when they receive payments from customers ("Cash PIT"). Unfortunately, the new system comes with limitations, including an income cap of €250,000, which significantly restricts the number of businesses eligible to participate. See the bill [here](#).

EU PARLIAMENT PASSES PLATFORM WORKERS DIRECTIVE

The European Parliament has adopted a directive that strengthens the rights of platform workers like those employed by ride-hailing and delivery services such as Glovo and Uber. Previously, platforms often classified these workers as self-employed, denying them benefits like health insurance and job security. The new directive introduces a "presumption of an employment relationship," meaning these workers will be considered employees by default. The directive also regulates the use of workplace algorithms (e.g., in dismissal decisions) and protects platform worker data. Formal adoption by the Council of the European Union is still pending. See the legislation [here](#).

INCREASED SUBSIDIES FOR DISABLED WORKERS ON THE HORIZON

During a meeting of the Social Dialogue Council, the Deputy Minister for Family, Labour and Social Policy announced plans to increase subsidies for the salaries of disabled employees by 15%. This means the subsidies would rise to PLN 575 for employees with a slight disability, PLN 1550 for moderate disability, and PLN 2760 for significant disability. However, both employers and employee representatives consider this insufficient, having requested a 19.4% increase in spending on a disability employment program (PFRON). The effective date for the proposed subsidy changes remains unclear.

POSTAL WORKERS THREATEN STRIKE, GOVERNMENT PONDERS CHANGES

The Polish Postal Workers' Union announced a two-hour warning strike for 8th May. The strike could be called off if a pay raise is agreed upon. Meanwhile, the Minister of State Assets has announced plans to transform the Polish Post and improve its financial situation.

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

- **HR Signal: Who and how should handle the whistleblowers' reports and carry out follow-up actions?** - 6 May 2024, 11:00-11:30, online. More: [here](#).
- **Workshop: Managing relations with trade unions. Consulting terminations and other individual employee matters with trade unions** - 7 May 2024, 11:00-11:45, online. More: [here](#).
- **Webinar: Building an effective whistleblowing procedure** - 7 May 2024, 13:00-14:00, online. More: [here](#).
- **PCS MeetUp: Remote off-boarding - key rules** - 8 May 2024, 11:00-11:30, online. More: [here](#).
- **Let's talk about money: Basis for calculating benefits, compensation for annual leave, and other absences - what to include and what not?** - 9 May 2024, 11:00-11:45, online. More: [here](#).
- **PCS | Littler conference on the 50th anniversary of the Labour Code - live streaming** - 22 May 2024, 10:00-10:50, online. More: [here](#).
- **HR Lab Kraków: DE&I and pay transparency in the workplace** - 6 June 2024, 11:00-14:00, Cracow. More: [here](#).
- **HR Lab Poznań: Employees in social media and the future of HR law and technology** - 17 June 2024, 11:00-14:00, Poznań. More: [here](#).