



Dear Readers,

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

CHANGES PROPOSED FOR STATE LABOUR INSPECTIONS

A bill currently under review by parliament proposes revisions to the State Labour Inspectorate Act and the Entrepreneurs Act. These revisions would impact the way the State Labour Inspectorate (PIP) conducts inspections. Currently, PIP inspectors must present both an ID card and a separate authorization document before carrying out an inspection. The proposed changes aim to simplify this process by allowing inspections based solely on an official ID card. Additionally, the bill seeks to remove any existing restrictions on the PIP's inspection authority. The bill has not yet been assigned a parliamentary reference number. Link: [here](#).

EU MAKES HISTORY WITH AI REGULATION

On 21st May, the Council of the EU passed groundbreaking legislation, known as the AI Act, which establishes the legal framework for using artificial intelligence, including a requirement for clear labelling of AI-generated content.

mOBYWATEL 2.0 STREAMLINES BUSINESS MANAGEMENT

The Polish Ministry of Digitalisation has launched a new feature within the mObywatel 2.0 app – "Firma" - (Company) specifically designed for entrepreneurs. On 27th May, all business owners got access to this tool, which promises to simplify access to key company information.

TWO SUNDAYS A MONTH FOR SHOPPING?

On 13th June, the Sejm will consider a proposal to allow two Sundays per month for shops to be open. The proposal also includes more favourable compensation rules for retail employees working Sundays.

EXTENDED MATERNITY LEAVE PROPOSED FOR PREMATURE BIRTHS

The Ministry of Family, Labour and Social Policy has outlined plans to extend maternity leave for parents of premature babies. The proposed extension ranges from 8 to 15 weeks, depending on factors like the child's hospitalization time, birth week, and weight. This optional leave would be available from the beginning of 2025.

ZUS CLARIFIES EMPLOYER-PROVIDED MEALS AND SOCIAL SECURITY CONTRIBUTIONS

Poland's Social Insurance Institution (ZUS) has ruled that packaging and delivery costs associated with employer-provided meals are not exempt from social security contributions. These costs should be included in the contribution base, unlike the meals themselves. ZUS decision no. DI/ 100000/ 43/360/2023.

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

- **PCS MeetUp: On-calls, shifts, calls on holidays – staying in touch with employees “after hours”** - 4 June 2024, 11:00-11:30, online. More: [here](#).
- **Webinar: Another amendment to the special act on aid to Ukrainian citizens** - 4 June 2024, 14:00-15:00, online. More: [here](#).
- **Let's talk about money: What is income for an employee and what is not? Latest rulings and interpretations** - 6 June 2024, 11:00-11:45, online. More: [here](#).
- **HR Lab Kraków: DE&I and pay transparency in the workplace** - 6 June 2024, 11:00-14:00, Cracow. More: [here](#).
- **Trust and check before they check you! Employers' new whistleblower obligations** – 10th June, 11: 00 - 11:45, online. More information: [here](#).
- **No, because of GDPR!: Effective compliance strategies – how to address hate speech and create a respectful workplace** – 13th June, 11:00 - 11:45, online. More information: [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](#).