



Dear Readers,

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

#### **AMENDMENTS TO THE LABOUR CODE INTRODUCING LONGER MATERNITY LEAVE**

According to the new draft amendment to the Labour Code, maternity leave for parents of premature babies would be extended by up to 15 weeks. These changes are not uncommon in the legal systems of other European countries. In many member states, premature birth or the need for the child's hospitalization automatically extends maternity leave. Although the project is in the early stages of development, we can assume that these regulations will also be implemented in Poland. Link: [here](#).

#### **CHANGES TO COLLECTIVE LABOUR AGREEMENTS**

A draft amendment to collective labour agreements has been sent for consultation. The amendment is mainly intended to introduce an open catalogue of matters subject to agreement between the employees and the employer. It aims to popularise concluding agreements and to balance the interests of employers and employees. One of the important principles would be the conclusion of corporate collective agreements for 5 years, and cross-company agreements for 10 years. Link: [here](#).

#### **CJEU: ADEQUATE TIME FOR CLAIMS FOR PREGNANT EMPLOYEES**

On 27 June 2024, CJEU ruled that the two-week period provided by the German law for an employee to challenge a dismissal after they become aware of their pregnancy is too short. This timeframe violates Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant employees. In such a short period, it can be difficult to seek legal advice and challenge the dismissal due to the discomfort associated with this condition. These circumstances should be considered by the labour court. CJEU ruling of 27 June 2024, case no. C-284/23 | Haus Jacobus.

#### **VISA-FREE TRAVEL FOR POLISH CITIZENS TRAVELING TO CHINA FROM 1 JULY**

Starting from 1 July, Polish citizens can travel to China without a visa. The stay cannot exceed 15 days, and the entry must be for business, tourism, transit, or visiting family or friends. These facilitations are expected to be in effect until the end of 2025.

#### **CHANGES IN LEGALIZING WORK FOR UKRAINIAN CITIZENS FROM 1 JULY**

Starting today, the shorter deadline for employers to submit notifications to the regional labour office is in force. The previous 14-day period has been replaced with a 7-day period. Employers indicate that this timeframe may prove to be too short.

**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.

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#### **UPCOMING EVENTS**

- **Conference: Summer with HR** – 2 July 2024, 9:30-16:00, online. More: [here](#).
- **Trust and Control: Control and loss of trust as grounds for dismissal** - 10 July 2024, 11:00-11:45, online. More: [here](#).
- **No because of GDPR!: Whistleblowing – how to act without violating regulations** - 11 July 2024, 11:00-11:45, online. More: [here](#).
- **Let's Talk Money: Optimising employee benefits - strategies to control costs and maximise value** – 4 July 2024, 11:00-11:45, online. More: [here](#).
- **On Unions with Unions: Time to verify trade union numbers** - 17 July 2024, 11:00-11:45, online. More: [here](#).
- **HR Lab Gdańsk: Employer today and tomorrow: Whistleblowers and the conflict of company and employee values** - 10 September 2024, 11:00-14:00, Gdańsk. More: [here](#).
- **HR Lab Kraków: Managing employee underperformance and AI in employment** - 27 September 2024, 11:00-14:00, Kraków. More: [here](#).