



**Dear Readers,**

As on every Monday, we come to you with a selection of the most interesting HR news and topical issues of the past week.

**ANOTHER WHISTLEBLOWER BILL**

On Thursday, 7th July, a third Whistleblower Protection Bill was published on the RCL government website. Compared to the last version, 434 amendments have been made. The main changes concern personal data, corporate liability, the extent of the internal whistleblower procedure and the deadline for introducing it.

**FURTHER WORK ON REMOTE WORKING LEGISLATION**

The draft amendment of the Polish Labour Code concerning remote working was on the agenda of a parliamentary sitting. MEPs did not agree to reject the draft - as many as 432 of them were against rejection. The draft was thus referred for further legislative work.

**AMENDMENTS TO THE INDUSTRIAL DISPUTES ACT ARE UNDERWAY**

The Ministry of Labour and Social Policy is working on new regulations concerning industrial disputes. The planned changes include, for example, determining the duration of a dispute, introducing preventive mediation and the obligation to establish a trade union coalition for the duration of the dispute.

**COMPANY CARS FOR EMPLOYEES WITH THE "ESTONIAN CIT"**

According to the latest draft amendment to the CIT Act, if a company car is used for both professional and private purposes, the Employer will pay the "Estonian CIT" on half of its value. The "private" part will not be treated as business-related.

**GUARANTEED EMPLOYEE BENEFITS FUND FOR SANCTIONED COMPANIES**

Those employers who have been sanctioned under the provisions of the Sanctions Act will be able to apply for benefits from the Guaranteed Employee Benefits Fund. The payment will be subject to some restrictions and the benefits will have to be used to satisfy employee claims.

**8.5% LUMP-SUM TAX FOR APPLICATION TESTERS**

Individuals providing services consisting of technical support for developers and testing new functionalities, rather than providing consulting services on this subject, can apply an 8.5% fixed tax rate. This is confirmed by the most recent decision of the Head of The National Tax and Customs Information Office (KIS). This rate will only apply if the statutory conditions are met.

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, associate.

---

**UPCOMING EVENTS**

- **Relationships with trade unions: Business benefits of verifying number of trade union members.**  
- 12 July 2022, 11:00 – 11:45, online. More: [here](#).
- **10 most important rules of communicating with employees after working hours.** - 13 July 2022, 11:00-12:00, online. More: [here](#).