



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.

NEW EMPLOYMENT NOTIFICATION TEMPLATE

As of the 15th of July, the template for the notification of employing a Ukrainian citizen, which entrepreneurs are required to send within 14 days of the start of employment, is changing. Providing information about the minimum terms and conditions of employment of a foreigner and statistical data on the number of employees under employment and civil code contracts for both the 23rd of February 2022 and the date of submitting the notification will now be necessary.

EXTRA PROTECTION OF TRADE UNIONISTS

A new bill providing trade unionists with extra protection is being drafted. According to the bill, trade unionists, as well as social labor inspectors and employees under pre-retirement protection, will have the right to apply to court for the suspension of the legal implications of summary dismissal notice. Therefore, employers will be required to continue to employ the employee until the case is resolved under a special fast-track procedure, with a 4-week deadline. The legislative initiative request will be considered by the Social Policy and Family Committee on the 19th of July.

DELAY OF THE CHANGES TO PARENTAL LEAVE

According to the information provided by the Ministry of Family, Labor and Social Policy, the new bill transposing the work-life balance directive is not expected to take effect until next year, even though its transposition deadline expires on the 2nd of August. There are at least two reasons for that: the need to adapt the information systems of the Social Insurance Institution to the changes to care leave, as well as the busy parliament schedule in the 3rd and 4th quarters of this year.

EMPLOYERS' VOICES STILL UNHEARD

The third version of the whistleblower protection bill, published on the Government Legislative Centre website at the beginning of July still doesn't comply with employers' central demand for introducing shared notification channels for capital groups. Based on the existing regulations, a parent company of a Polish entity is considered an outside party and is therefore excluded from the investigation. Arguments raised by employers are still not being taken into account by the legislator.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **HR Compliance Expert Course: Remote working the new way – securing employer's interests when employee works form home.** - 19 July 2022, 11:00 – 12:00, online. More: [here](#).
- **Webinar: Employee on holiday.** - 20 July 2022, 11:00-11:45, online. More: [here](#).
- **HR in the Cloud: Data and information protection in the age of remote working - what to look out for.** - 21 July 2022, 11:00-11:45, online. More: [here](#).