



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.

WORK-LIFE BALANCE - NEW PLANNED AMENDMENTS TO THE LABOUR CODE

On 19 July, the latest bill transposing EU directives on transparent and predictable working conditions and new working solutions for parents. The changes concern such issues as linking the length of probationary contracts with the anticipated type of further contract, the obligation to terminate fixed-term contracts, new information duties towards employees, as well as new types of family and parenthood-related leave. It is difficult to predict when the changes will become effective, although the draft still provides the date of 1 August this year.

TRADE UNIONISTS CONCERNED ABOUT INDUSTRIAL ACTION

On 15 July, a new bill on the resolution of industrial disputes was published on the government legislation website. Although the legislator has clearly taken into account many requests to clarify the existing regulations, the bill includes some questionable solutions. Trade unionists criticise many of them, including the ban on strikes by employees working for the state and local governments and public administration.

BETTER WORKING CONDITIONS IN PLATFORM WORK

The European Parliament and the Council are working on a new directive on improving working conditions in platform work. It concerns workers who have to be online to provide services, such as Uber or Bolt drivers.

STAND-BY ALLOWANCE WITHOUT PIT EXEMPTION

In a recent judgment, the Supreme Administrative Court held that the disputed benefit (stand-by allowance) granted by the judgment, is an unpaid supplement to remuneration under the employment relationship and, therefore, is not compensation but income under the employment relationship. Therefore, it constitutes the employee's PIT taxable income (case file no. II FSK 3215/19 and II FSK 3235-3236/19).

4-DAY WORKWEEK WITHOUT GOVERNMENT APPROVAL

On Thursday, 21 July, the deputy head of the Ministry of Family and Social Policy, Stanisław Szwed, said that the proposal to introduce a 4-day working week is simple populism and a recipe for an even greater labour market crisis. He believes that introducing such a solution would have to go hand in hand with employee pay cuts.

SICK LEAVE DURING HOLIDAYS

An employee can fall ill also while on annual leave. If so happens, the leave is interrupted for the entire period of inability to work, and the employer must permit the employee to use the remaining part of leave at a later date. When the sick leave ends, the employee cannot continue the interrupted annual leave but needs to report for work.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **Series: No, because of GDPR!: Remote working a data security risk – how to protect your data effectively?** - 3 August 2022, 11:00 – 11:45, online. More: [here](#).
- **Series: 10 upcoming changes in employment law.** - 10 August 2022, 11:00-12:00, online. More: [here](#).
- **Healthy Workplace: Employee mental health problems - how to respond?** - 11 August 2022, 11:00-11:45, online. More: [here](#).

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