



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.

FOURTH BILL ON WHISTLEBLOWERS

On 4 August, yet another whistleblower protection bill was published on the government legislation website. The most significant change is the option to include violations of internal regulations or ethical standards in the procedure.

EU DIRECTIVES ON TRANSPARENT WORKING CONDITIONS AND WORK-LIFE BALANCE NOT TRANSPOSED ON TIME

The deadlines for transposing the EU Directives on transparent working conditions and work-life balance expired on 1 and 2 August, respectively. Although the legislator failed to meet the deadlines and, according to press announcements, the amendments will become effective in January 2023, it does not change the fact that a real revolution in labour law is brewing. The bill published on the government legislation website on 15 July is expected to be the final version.

SOME GROCERY SHOPS OPEN ON SUNDAYS

Some grocery shops are considering taking on book rental service to open legally on Sundays. The Ministry of Labour and Social Policy has asked the Labour Inspectorate to ramp up compliance checks on Sunday trading restrictions.

SPECIAL CORRECTIVE GLASSES FINANCED BY THE EMPLOYER

On 14 July this year, the Advocate General of the CJEU issued an opinion that an employee working with display screen equipment is entitled to reimbursement for the cost of special corrective glasses, not only of ordinary glasses, if the special glasses are prescribed after an eye examination. The case concerned an employee who claimed reimbursement of more than €500 for glasses after a doctor had recommended more advanced glasses suitable for the type of duties performed by the employee. Ref: C-392/21.

EMPLOYEES GO TO COURT LESS OFTEN

The number of employee lawsuits fell by 16% last year (as much as 70% down since 2014). The reason is the long duration of court proceedings. Employees would rather change jobs than get themselves into a trial that lasts several years, generates costs and where the outcome is uncertain.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **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*.
- **Healthy Workplace: OHS is a bone of contention with trade unions.** - 18 August 2022, 11:00-11:45, online. More: *here*.