



Dear Readers,

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

20 DAYS OFF FOR FLOOD RELIEF.

Last Tuesday, on 24th September, the government approved amendment to the so-called anti-flood law. On Wednesday another amendment to the law was published. The act includes a number of entitlements for employees from flood-affected areas, such as the possibility for employer to increase the number of justified absence days (currently 10 days), an additional 20 days of leave for flood relief efforts, and the right to 4 additional days of on-demand leave. Affected employees will be able to apply for reduced working hours, and employers will not be able to transfer them outside their regular workplace without consent or assign overtime work. Link to the law: [here](#). Link to the amendment: [here](#).

INCENTIVES FOR HIRING TERRITORIAL DEFENCE FORCE (WOT) SOLDIERS.

The government together with the General Staff of the Polish Armed Forces and the WOT commander, is planning to introduce additional incentives for hiring WOT soldiers. These will include tax relief for employers choosing to hire WOT soldiers, and preferential treatment in public procurement procedures. The changes will also affect severance payments for employees called to service. According to information from the Ministry of National Defence, the law will be processed urgently and will come into force 14 days after its publication (excluding the tax reliefs).

CONTRACTORS' REMUNERATION PAYABLE BY THE 10TH OF THE MONTH.

Consultations on the draft law on minimum wages are in progress. The Ministry of Family, Labour, and Social Policy is proposing that the law require remuneration to be paid by the 10th of the following month. This would apply to contracts of mandate and service agreements lasting longer than one month. Adopting this regulation would require employers to adhere to the specified deadlines and adjust their existing practices related to contractor payments. Link to the project: [Akt prawny \(rci.gov.pl\)](#).

ZUS: APPLICATIONS FOR "CONTRIBUTION HOLIDAYS" STARTING IN NOVEMBER.

"Contribution holidays" will allow entrepreneurs to skip paying social security contributions once a year, in a month of their choosing. Starting 1 November, 2024, they will be able to submit their applications. The holidays apply only to contributions made on behalf of the entrepreneur (including mandatory social security and optional sickness insurance), but do not cover the entrepreneur's health insurance or contributions paid for employees, associates, or contractors. This year, the "contribution holidays" can only apply to December. Entrepreneurs can benefit from this exemption regardless of how they settle their income tax. Link to the law: [here](#).

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.

UPCOMING EVENTS

- **Restructuring - how to prepare for collective redundancies?** - 1st October, 11:00 AM - 11:30 AM, online. More: [here](#).
- **Webinar: B2B hiring essentials for HR** - 1 October, 2:00 PM - 3:00 PM, online. More: [here](#).
- **Webinar: The four-day workweek - is it coming soon?** - 3 October, 11:00 AM - 11:45 AM, online. More: [here](#).
- **No, because of GDPR! What about former employee's email address - former, current and prospective employee data lifecycle.** - 10 October 2024, 11:00 - 11:45, online. More: [here](#).
- **HR Lab Wrocław: Dismissal of an employee in 2025 and transformation of contracts by the National Labour Inspectorate** - 15 October 2024, 10:00-13:00, Wrocław. More: [here](#).