



Dear Readers,

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

SUPREME COURT: DISCLOSING PREGNANCY DURING TRIAL DOES NOT ALTER THE CASE

The Supreme Court has ruled that disclosing a new circumstance, such as an employee's pregnancy, during a termination process, does not change the nature of an ongoing employment termination appeal. Furthermore, the Court determined that such disclosure is not subject to the 21-day appeal deadline specified in Article 264(1-2) of the Labor Code. This decision underscores the importance of protecting pregnant employees, even when new circumstances arise during legal proceedings. Supreme Court Resolution of 17th October 2024, Ref. No.: III PZP 1/24.

THE ANTI-HATE ACT MAY SOON BE HERE

Long-awaited legislation aimed at protecting employers from online defamation, nicknamed the "Ani-hate Act", has finally entered the first stage of parliamentary review. The act aims to shield employers' reputation and other intangible assets from anonymous, hateful online postings. A key provision allows employers to file "blind suits", namely lawsuits against "unknown persons". In such cases, the website hosting the offensive content will be obligated to identify the poster. Failure to comply will result in a significant fine ranging from PLN 100,000 to PLN 1,000,000. The new legislation will give employers a legal tool to address online harassment and protect their reputation, particularly from false accusations. Employees, in turn, will need to exercise greater caution when posting online content about their employers. The law is expected to come into effect 12 months after being enacted. Link to the bill: [here](#).

MRPIPS ANNOUNCES WAVE OF LEGISLATIVE CHANGES

The Ministry of Labor, Family, and Social Policy (MRPiPS) continues to be a driving force in Polish legislation. Minister Agnieszka Dziemianowicz-Bąk has announced that the Ministry has prepared 36 new bills ready for consideration. These bills include significant changes such as expanded powers for the State Labour Inspection (PIP), seniority calculation reform, additional leave for parents of premature babies, regulation of work in hot weather and statutory free Christmas Eve. Employers will need to closely monitor these legislative developments to stay informed and compliant.

NEW RULES FOR HEALTH CONTRIBUTIONS FROM 1 JANUARY 2025

The Prime Minister has confirmed plans to exempt businesses from paying health contributions on the sale of fixed assets. This change will take effect on 1st January 2025. The new legislation is a response to the financial challenges faced by businesses due to the Polish Deal tax reform. Despite ongoing discussions, the implementation of this change remains on track.

GOVERNMENT UNVEILS NEW MIGRATION STRATEGY FOR 2025-2030

The Council of Ministers has approved a new migration strategy aimed at ensuring national security through robust regulations and effective control of migration processes. A core component of the strategy is a selective visa policy that considers both the nationality of applicants and their skills. The government also plans to implement advanced IT tools and digitise residence legalisation processes to streamline visa applications. Furthermore, the strategy includes reforms to employment agencies and incentives for employers who actively participate in the integration of non-national workers. Link: [here](#).

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UPCOMING EVENTS

- **Trust and Control: ZUS and US inspections – avoiding negative impacts** - 22 October 2024, 11:00-11:45, online. More: [here](#).
- **HR Compliance Summit 2024** - 23 October 2024, 9:00-15:00, online. More: [here](#).
- **PCS MeetUp: Making a safe switch from employment to B2B** - 24 October 2024, 11:00-11:30, online. More: [here](#).
- **Webinar: Upcoming Changes in Polish Immigration Law** - 24 October 2024, 16:00-16:45, online. More: [here](#).
- **Webinar: Navigating employment status disputes – a practical guide** - 25 October 2024, 11:00-11:30, online. More: [here](#).
- **Seminar: How will we manage? A seminar looking at future trends and best practice in HR management** - 25 October 2024, 14:00-19:30, on-site, Gdynia. More: [here](#).