



**Dear Readers,**

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

**THE PARLIAMENT PASSED REGULATIONS ON REMOTE WORK AND ALCOHOL AND DRUG CHECKS**

The amendment to the Labour Code regarding remote work and alcohol and drug checks has finally been passed. In the vote on 1 December 430 parliament members voted in favour of the amendment, with 12 voting against. The Confederation's motion to dismiss the bill in its entirety, as well as Civic Coalition's motions to extend the period for the legislation to come into force to three months and to increase the length of occasional remote work to 30 days per year were rejected. The project which has been available to the public was therefore adopted without changes. The amendment will be now reviewed by the Senate, and if they do not return the bill for revision, it will be sent to be signed by the President. It is expected to enter into force after 14 days, except for the provisions on remote working, for which a 2-month vacatio legis is planned.

**EMPLOYEE ALCOHOL AND DRUG CHECKS SOON TO COME**

Along with the revision of remote work regulations, the parliament passed regulations on alcohol and drug checks (narcotics, and other substances). The period for those regulations to enter into force is quite short, being only 14 days, so we can expect that the new law will be applicable between January and February next year. At PCS we believe that employers long had the right (and even the duty) to test their employees' sobriety preventively. Now they will be given the appropriate conformation in the legislation and relevant legal tools.

**EARNING THROUGH AN APP IN EU ONLY WITH EMPLOYMENT CONTRACT?**

On 12 December the EU Parliament will be voting on a directive on protecting those who earn their income through apps. It aims to ensure minimum employment rights and fair employment conditions for such persons. It also provides for a presumption of employment on the basis of employment contract.

**TRAININGS FOR SELF-EMPLOYED IN COMPANY COSTS**

Trainings that raise qualifications, knowledge and competences of co-workers have a direct impact on the quality of company's services, and therefore on its income. Customer care requires such trainings. The company should take care of the skills of its staff and include training expenses in its costs. Interpretation by the Director of the National Tax Administration of 10 November this year (no. 0114-KDIP2-2.4010.53. 2022.3.AP).

**NEW REGULATIONS ON COLLECTIVE DISPUTES SOON TO COME**

Labour Law and Social Dialogue Development teams announced at a joint meeting that the analysis of the new collective disputes regulations project was completed. New provisions are supposed to be significantly different and will be presented shortly.

Please do not hesitate to contact us:

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**UPCOMING EVENTS**

- **The Management Conference: Focus on the Manager. The leader of yesterday, today and tomorrow** - 5 December 2022, 9:00-17:00, hybrid formula. More: [here](#).
- **Ask Me Anything sessions: Remote work and sobriety control** - 6-9 December 2022, 10:00, online. More: [here](#).
- **Workshop: Compliance in HR departments - human capital management, processes digitisation, regulations** - 5-6 December 2022, 9:00-15:00, online. More: [here](#).
- **Webinar: How not to catch a bad egg when fishing for talent?** - 6 December 2022, 11:00-11:30, online. More: [here](#).
- **On unions with unions: Terminating an employee being a trade union representative - when is it permissible?** - 7 December 2022, 11:00-11:45, online. More: [here](#).
- **Trust but check: loyalty versus trust - how to balance the two?** - 8 December 2022, 11:00-11:45, online. More: [here](#).