



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 POLISH DEAL 2.0 SIGNED BY THE PRESIDENT

On June 14th the President has signed the amendment to the Polish Deal. Most of the new regulations will enter into force on the 1st of July 2022 and will be applicable retroactively from the beginning of the year. The most important provisions include lowering the PIT rate from 17% to 12%, removing the middle-class tax relief and the rules for delaying payment of part of the advance tax payment.

QUICK CUSTOMIZATION OF REMOTE WORK RULES

The reasoning behind this deadline is an establishment of appropriate remote work practices with employers and possibility to continue to do so under the provisions of the Labor Code. The reasoning behind this deadline is to develop appropriate remote work practices with employers and to continue to do so under the provisions of the Labor Code. The amendment introduces many entirely new obligations and non-compliance with them may result in severe sanctions. Employers expect a longer *vacatio legis* or appropriate transitional provisions. Without them, the coming period will be difficult.

COURT BAN TO STRIKE IN SOCIAL INSURANCE INSTITUTION (ZUS)

The Regional Court in Świdnica granted Social Insurance Institution (ZUS) a ban on the Trade Union Związkowa Alternatywa to conduct a strike during the collective dispute. This means that any protest action in the coming days will be illegal.

PROVISIONS OF THE PROJECT OF THE ACT ON PROFESSIONAL ACTIVITY

The government's legislative work plan includes professional activity act, which will replace the employment promotion and labor market institutions act. Among its main provisions there are the separation of unemployment status from health insurance, reactivation of the unemployed with children, and expanded financial support.

MESSAGES AFTER WORKING HOURS

According to the newest study, almost $\frac{1}{4}$ of workers receives messages from employees during time off work. This could generate many risks for the employers, e.g., claims for overtime hours, violation of the minimum daily rest period, or even mobbing. Additionally, employees who experience stress are more likely to suffer burnout and may be able to receive sick leave.

Please do not hesitate to contact us:

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UPCOMING EVENTS

- **Healthy Workplace: Employer defenses against workers' compensation claims.** - 21 June 2022, 11:00-11:45, online. More: [here](#).
- **Employer and Employee in Court: How to avoid employment disputes?** - 22 June 2022, 11:00 – 11:45, online. More: [here](#).
- **HR in the Cloud: Employee social media use.** - 23 June 2022, 11:00-11:45, online. More: [here](#).