



Dear Readers,

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

REMOTE WORK AND SOBRIETY CONTROL – AMENDMENT ALREADY IN THE PARLIAMENT

On Thursday June 23, the first reading of the government's draft amendment to the Labor Code regarding remote working and sobriety control was held. According to reports, to government is likely to be open to the demands for an extension of the draft's vacatio legis. Most of the parliamentary parties were in favor of continuing with the draft amendment.

SALARY GROWTH LOSES WITH INFLATION

According to Central Statistical Office, in May this year the average salary in the corporate sector increased by 13,5% year-on-year. Taking into account inflation, which is 13,9%, according to the latest estimates, in reality the salaries are dropping. So far, wage pressure caused salaries to rise faster than product prices in the first few months of 2022.

NEW LEGISLATION ON EMPLOYMENT OF FOREIGNERS IS COMING SOON

The draft of the new act on employment of foreigners is already on the legislative work list of the Council of Ministers. It is one of the key pillars of the National Recovery Plan. The main provisions include limiting unnecessary formalities and digitalization of procedures. EU obligations require the completion of the legislative process this year.

EMPLOYEE FORCED TO WORK WITHOUT SICK PAY

According to a recent ruling of Regional Court in Łódź, the fact that an employee was forced to perform their professional duties during sick leave is irrelevant to withdrawal of sick pay. An employee acting as a member of the management board cannot send emails, conduct bank transfers or grant powers of attorney, even in they are required to do so. If they are working, regardless of the circumstances or motive, their sick pay will be denied.

TWO FULL-TIME POSITIONS STILL POPULAR AND STILL PROBLEMATIC

Overemployment, i.e. simultaneous remote work for two companies at the same time, popularized during the pandemic, still is a rampant practice, especially in the IT sector. So-called career "bigamists" lead double work lives and exchange instructions online. It is very difficult for employers to verify if their employee has a second job in another, possibly competing, company. There are appropriate measures in place to help tackle this phenomenon.

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, associate.

UPCOMING EVENTS

- **HR Compliance Expert Course: B2B Employment – how to avoid traps of employment based on B2B contracts.** - 28 June 2022, 11:00-12:00, online, participation fee. More: *here*.
- **10 essential rules of remote and hybrid work.** - 29 June 2022, 11:00 – 12:00, online. More: *here*.
- **Employer facing emergency and crisis situations – how to prepare for the unexpected?** - 30 June 2022, 11:00-11:45, online. More: *here*.