



Dear Readers,

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

NO MULTIPLE JOBS FOR DRIVERS

A law on posting road transport drivers was passed by the Sejm on 7th July and presented to the President a few days later. The bill gives employers in the road haulage sector a tool to prohibit their drivers (regardless of whether they are employees or contractors) from taking on another job. It may be justified by road transport safety and compliance with social regulations. The amendments also provide for an increase in the penalties for non-compliance with posting regulations for foreign hauliers. The bill has been submitted to the senate.

Link to the legislative process: [here](#).

IT IS LAWFUL TO TERMINATE AN UNVACCINATED EMPLOYEE

Courts in Łódź in both instances confirmed that an employee of a blood donor center who refused to be vaccinated could be dismissed on disciplinary grounds. This is because the employee's behavior caused danger to their colleagues and visitors to the facility. The employee ignored the fact that there was a pandemic and they were a health care worker. Therefore, due to a serious violation of basic employee's duties, including violation of work regulations, the employer had the right to dismiss the employee. Judgment of the Provincial Court in Łódź ref. no. VIII Pa 18/23.

MORE MONEY TO COMPANY SOCIAL FUND

An amending bill to the Polish budget laws passed on 7th July is about to increase contributions to the Company Social Fund. From 1st July 2023, the calculation basis is to be the average monthly salary in Poland in the second half of 2021, namely PLN 5,104.9.

Link to the bill: [here](#).

TRADE UNIONS PROPOSE CHANGES TO COURT FEES

The legislator has relaxed court fee rules, and now it is not always obligatory to pay court fees for employee claims. However, if the claim value is over PLN 50,000, the employee or the employer who bring the case to court must pay 5% of the claim value. However, the All-Poland Alliance of Trade Unions wants to request the Minister of Justice to raise the threshold to PLN 120,000.

NO AGREEMENT ON MINIMUM WAGE

Members of the Social Dialogue Committee have not reached an agreement on the amount of next year minimum wage. The Council of Ministers must decide over this matter by 15th September. So far, the government has proposed a minimum monthly salary of PLN 4242 from January and PLN 4300 from July. It is also possible that the government will decide to increase the proposed rates. Such steps could further increase the upward pressure on wages.

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

- **Webinar: Undesirable behavior in the workplace - mobbing, harassment and discrimination** - 25 July 2023, 11:00 – 11:45, online. More: [here](#).
- **Webinar: Programmer on a bench - practice and law.** - 27 July 2023, 11:00 – 11:45, online. More: [here](#).
- **Let's talk about money: Taxation and social security contributions to salary and benefit components that raise the most doubts** - 10 August 2023, 11:00 – 11:45, online. More: [here](#).