



Dear Readers,

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

COLLECTIVE AGREEMENTS OF ANY SCOPE AND ONLY FOR A SPECIFIED PERIOD

The Legislative Works List of the Chancellery of the Prime Minister has published the draft law on collective agreements. The project provides for a significant expansion of the catalogue of matters regulated in the collective agreement by its complete opening, while simultaneously limiting the conclusion of agreements for a specified period to 5 years for a company-level agreement and 10 years for an industry-level agreement. After the project comes into force, it will be easier to withdraw from the agreement, for example, for economic reasons. The project also simplifies the procedure for extending the agreement by making this extension dependent on the employer and cooperating trade unions. Currently, only employers' organizations and industry-level trade unions that have concluded an agreement can apply for its extension, and additionally, such a possibility is conditioned by a valid social interest and conducting economic activity similar to or closely related to the activity of the employers covered by this agreement. The above is to be changed to the benefit of employers. Link: [here](#).

ASYLUM AND MIGRATION PACT ADOPTED – WILL IT AFFECT EMPLOYERS?

On April 10th, the European Parliament adopted the Asylum and Migration Pact. It includes the introduction of an European system for relocating immigrants, which will oblige member states to relocate at least 30,000 people annually, alternatively to pay €20,000 (approx. 85,000 PLN) for each refugee not admitted, or to participate in operations at the EU's external borders. Individuals who do not meet the EU's entry requirements will be subject to advanced screening before entry. This includes identification, biometric data collection, as well as health and security checks. The Pact does not introduce direct legal changes affecting labour law and employers. Nevertheless, it is possible that the increase in the number of foreigners in the country will have an impact on the labour market.

DRAFT AMENDMENTS TO THE SPECIAL ACT REGARDING UKRAINIAN CITIZENS IN POLAND PUBLISHED

The Government Legislation Centre has published a draft amendment to the Ukrainian special act. Among the key changes proposed by the government are: automatic extension of the right of residence for Ukrainian citizens in Poland until September 30, 2025, shortening the deadline for employers to notify the commencement of work by a Ukrainian citizen from 14 to 7 calendar days, and introducing the possibility for Ukrainian citizens holding UKR status as of March 4, 2024, to apply for temporary residence permits based on electronic applications. Link to the project: [here](#).

PAYMENT OF CASH EQUIVALENT TO A DISABLED EMPLOYEE DOES NOT DEPRIVE THEM OF SUPPLEMENTARY PENSION ALLOWANCE

Paying a disabled employee a benefit or equivalent other than the equivalent for remote work in cash does not deprive them of the possibility to apply for a subsidy towards their salary. According to explanations provided by the State Fund for the Rehabilitation of Disabled Persons, the obligation to make payments to a bank account applies only to gross wages, insurance contributions, and equivalent or lump sum payments for remote work.

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: Anti-harassment & anti-discrimination policies** - 16 April 2024, 11:00-11:30, online. More: [here](#).
- **On unions with unions: Introducing changes and streamlining business. Trade unions role** - 17 April 2024, 11:00-11:45, online. More: [here](#).
- **PCS MeetUp: Whistleblower protection law in a nutshell - unpacking the bill** - 18 April 2024, 11:00-11:30, online. More: [here](#).
- **Webinar: Monitoring, supervision or surveillance?** - 22 April 2024, 11:00-11:45, online. More: [here](#).
- **Conference: Company social fund 2024** - 25 April 2024, 11:00-14:00, online. More: [here](#).
- **HR Lab Kraków: DE&I and pay transparency in the workplace** - 6 June 2024, 11:00-14:00, Cracow. More: [here](#).
- **HR Lab Poznań: Employees in social media and the future of HR law and technology** - 17 June 2024, 11:00-14:00, Poznań. More: [here](#).