



Dear Readers,

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

PARLIAMENT ADOPTS WHISTLEBLOWER PROTECTION LAW

On Friday, 14th June, the Polish Parliament (Sejm) passed the Law on the Protection of Whistleblowers, incorporating amendments proposed by the Senate. Notably, employment law was removed from the list of reportable violations. The law now awaits the President's signature.

NEW RULES FOR EMPLOYING UKRAINIANS STARTING 1ST JULY

New regulations regarding Ukrainian employment will take effect on 1st July 2024. An amendment to the emergency act on assistance to Ukrainian citizens introduces several key updates. Employers will have just 7 days to notify the Labour Office (PUP) about hiring a Ukrainian worker. Additionally, to ensure legal employment, the notification must specify a salary that meets or exceeds the minimum wage requirement. For Ukrainians themselves, the most significant change is the automatic extension of their legal stay until 30th September 2025. The legislation also introduces a new 3-year special residence card option.

TRADE UNIONS GAIN NEW RIGHTS REGARDING AI

A proposed bill to amend the Trade Union Act would grant union representatives the right to request information from employers regarding the use of Artificial Intelligence (AI) in decisions related to work conditions, pay, and access to employment. The bill has been reviewed by trade unions and employers' organizations and is now headed for its first committee reading. Trade unions broadly endorse the proposed legislation. (Link: Document No. 439 - Sejm of the Republic of Poland).

NEW REGULATIONS FOR APP-BASED DRIVERS

Starting 17th June 2024, drivers offering paid rides through any app-based platform will be required to have a Polish driving license. This change poses challenges due to residency requirements (minimum 185 days in Poland) for obtaining a Polish license and lengthy application processing times. (Link: Document No. 3049 - Sejm of the Republic of Poland).

SUPREME COURT RULING ON IMPLIED MANAGEMENT AGREEMENTS

The Supreme Court ruled that the assessment of a specific contractual relationship cannot be limited solely to evaluating declarations of intent as a condition of a legal act. A contractual relationship can also be established through implied actions, provided that the contractual relationship meets the necessary characteristics. The Court stated that if a board member was allowed to perform assigned duties with the acceptance of the authorised body representing the company, then the contract should be considered to have been concluded by implied actions. (Supreme Court Judgment dated 25th May 2023, Ref. No. II CSKP 1295/22).

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UPCOMING EVENTS

- **Conference: HR, personnel and payroll 2024. Challenges and Trends** – 18 June 2024, 9:30-17:00, Warsaw. More: [here](#).
- **On unions with unions: Defining boundaries for online union activity** - 19 June 2024, 11:00-11:45, online. More: [here](#).
- **Conference: Workplace Regulations** – 19 June 2024, 9:30-14:00, online. More: [here](#).
- **Employer and Employee in Court: The Whistleblower in Court** – 20 June 2024, 11:00-11:45, online. More: [here](#).
- **PIMEW Members training session: HR in the Cloud: Dismissals via Teams and more** – 20 June 2024, 11:00-12:30, online. More: [here](#).
- **Business breakfast for American companies: Reporting mobbing and harassment – updating internal rules to comply with new Whistleblower Law** – 20 June 2024, 9:00-11:00, Wrocław. More: [here](#).
- **Modern Employer: Employee online activity** – 25 June 2024, 11:00-11:45, online. More: [here](#).
- **Conference: Summer with HR** – 2 July 2024, 9:30- 16:00, Warsaw. More: [here](#).
- **Let's Talk Money: Optimising employee benefits - strategies to control costs and maximise value** – 4 July 2024, 11:00-11:45, online. More: [here](#).