

HR LAW BRIEF: CEE

10/2024

Dear Readers,

We are back with another edition of our HR Law Brief: CEE. Again, it's a 3-minutes read to bring you up to speed with the latest news from Central-Eastern Europe.

If you need any support in the CEE region, let us know.



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ESTONIA: WHISTLEBLOWER PROTECTION ACT ADOPTED

The Whistleblowing Directive has been adopted into Estonian national law. The purpose of this Act is to establish proper instruments enabling employees to report violations concerning EU law in enumerated areas. Employers will be obliged to introduce internal reporting channels as soon as possible. The Whistleblowing Act also indicates requirements that need to be fulfilled to provide feedback for whistleblowers and protect them from retaliation.

SLOVAKIA: NEW MEAL ALLOWANCE AMOUNTS

On 4th June 2024, the Ministry of Labour, Social Affairs and Family of the Slovak Republic published preliminary information on the proposal concerning the amounts of meal allowances provided to an employee sent on a business trip. It is expected that the new meal allowance amounts will be valid from 1st August 2024 or 1st September 2024. The amount of food allowance during a domestic business trip will be: €8.30 for trips lasting 5 to 12 hours, €12.30 for the trips lasting over 12 hours to 18 hours, €18.40 for trips lasting over 18 hours.

POLAND: NEW RULES FOR EMPLOYING UKRAINIANS STARTING 1ST JULY

New regulations regarding the employment of Ukrainians will take effect on 1st July 2024. 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.

LITHUANIA: LEAVE FOR ADOPTIVE MOTHERS

Lithuanian Labour Code now provides 30 calendar days' leave for adoptive mothers. It has been amended as indicated in order to provide leave for adoptive mothers on the same terms and conditions as paternity leave and leave for adoptive fathers. Breaching the law may result in fines of up to €3,000.

ROMANIA: SINGLE PARENTS WILL NOT WORK ON NIGHT SHIFTS

The Romanian Labour Code is planned to be amended in order to add single parents to those who can not be forced to work night shifts. Until now pregnant women, women who just gave birth and nursing mothers could not be obliged to perform night work. Employers not complying with the new regulations might expect administrative fines.

CZECH REPUBLIC: THE CHANGES REGARDING THE DPP AGREEMENTS ("DOHODY O PROVEDENÍ PRÁCE")

Starting 1st July 2024, employers must register all individuals working under the "dohoda o provedení práce" (DPP) agreements with the Czech Social Security Administration. They are also required to regularly submit information about these employees' income using a specific form. The obligation to submit reports electronically must be fulfilled by the 20th of the following month.

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