



Dear Readers,

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

### FLOODED AREAS & RELIEF MEASURES

On 17th September, a ministry regulation was issued, outlining special measures for flood remediation and recovery efforts in certain communes affected by the September 2024 floods. Additional communes are expected to be added to the list in the near future. Link to the regulation: [here](#).

### FLOOD RECOVERY: TEMPORARY JOB DUTIES PERMITTED

During flood recovery efforts, employers in areas affected by flooding and declared a natural disaster zones can temporarily assign employees to different tasks than those outlined in their employment contracts. Importantly, those employees will retain their original pay, calculated based on the rules for annual leave remuneration. Link to the consolidated text of the regulation on introducing a state of natural disaster after the latest amendments [here](#).

### STATE LABOUR INSPECTION: FLOOD VICTIMS HELPLINE

Employees and employers in flood-affected areas can now access a dedicated helpline provided by the State Labour Inspection (PIP). PIP experts are available to answer questions about employee rights, including working hours, absence justification, pay for absences, and other employment law matters related to the flood situation. To get assistance, call (22) 391 83 70 from Monday to Friday, 9:00 AM to 3:00 PM.

### OUTSTANDING LEAVE DEADLINE APPROACHING

Employees should be aware that the deadline for using any outstanding vacation time is 30th September. It is essential to have commenced vacation by this date. Failure to comply may result in a fine of up to PLN 30,000 for the employer.

### EXTENDED MATERNITY LEAVE FOR PARENTS OF PREMATURE BABIES

The Polish Parliament (Sejm) is considering a bill that would extend maternity leave for parents of premature babies and children who require hospitalization after birth. Under the proposed amendment to the Labor Code, parents would be eligible for an additional 24 weeks of leave if their child's hospitalization lasts more than 30 days within the first 45 days after birth. This is a significant increase from the initial proposal by the Ministry of Family, Labor, and Social Policy, which suggested extending the leave by up to 15 weeks. The proposal has received support from all parliamentary clubs in the first reading and is now moving forward for further consideration. Link to the bill: [here](#).

### WARSAW COURT: PREGNANCY DOES NOT BAR EMPLOYMENT

A recent ruling by the Warszawa-Praga Regional Court emphasizes that pregnancy should not hinder employment opportunities. The court stated that employers have the right to choose who they hire, and as long as the employee fulfills their job duties, pregnancy does not prevent a valid employment relationship. The court also clarified that the Social Insurance Institution (ZUS) cannot assume that an employment relationship exists solely for the purpose of collecting social benefits. However, it is crucial that all the essential elements of an employment relationship are present, such as working at a designated place and time under the employer's direction. Judgment of the Regional Court in Warsaw dated 24 July 2024 (Case No. VII U 1359/23).

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### UPCOMING EVENTS

- **Modern Employer: Whistleblowers, it's the final call!** - 24 September 2024, 11:00-11:45 online. More: [here](#).
- **Webinar: Whistleblowers - last amendments and first reports. How to cope on the eve of the law coming into force?** - 24 September 2024, 14:00-15:00, online. More: [here](#).
- **Working Time Conference 2024** - 25 September 2024, online. More: [here](#).
- **II Conference: Diversity has power! How to build a diverse work environment in compliance with the law?** - 26 September 2024, 9:30-16:00, Warsaw. More: [here](#).
- **HR Lab Kraków: Managing employee underperformance and AI in employment** - 27 September 2024, 11:00-14:00, Kraków. More: [here](#).