



Dear Readers,

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

### NEW RULES POSSIBLE FOR REMOTE WORK

A bill currently being drafted concerning collective agreements and bargaining could introduce new requirements for remote work. Specifically, it would mandate that remote work arrangements be addressed within existing collective agreements, effectively requiring negotiation with unions before implementing such policies. Link to the bill is [here](#).

### SICK PAY DURING SABBATICAL LEAVE WITHOUT SOCIAL SECURITY CONTRIBUTIONS

Sabbaticals, or regenerative leave, are becoming more common. According to Social Security Institution (ZUS), sabbatical pay is subject to full social security contributions. However, the situation is different if an employee becomes ill during their sabbatical. Then, sick pay is not included in the assessment base for social contributions but only in the assessment base for health contributions. Therefore, sick pay during sabbatical is exempt from social security contributions but subject to health insurance contributions. Source: ZUS Gdańsk interpretation dated 15th January 2025 (DI/100000/43/241/2023).

### DATA PROTECTION CONCERNS RAISED OVER PROPOSED PAY TRANSPARENCY CHANGES

The Supreme Court has expressed reservations about a draft amendment to the Labour Code concerning pay transparency, specifically citing a lack of safeguards for personal data. The Court's concern centers on data that could be disclosed when employees request information about average pay by gender for comparable work. Despite the Supreme Court's feedback, the draft bill is proceeding to further development. Source: Supreme Court letter dated 17th January 2025, ref. BSA II.021.103.2024.

### SUPREME COURT: ILLNESS IS NOT A FORCE MAJEURE AND DOES NOT STOP LEGAL DEADLINES

The Supreme Court has ruled that illness does not qualify as force majeure and, therefore, does not suspend the statute of limitations. The Court explained that illness is not considered an external, unforeseeable, and extraordinary event beyond one's control, which is the definition of force majeure. Source: Supreme Court judgment dated 11th December 2024, ref. III PSK 110/24.

### FIRST ESG REPORTING DEADLINE APPROACHING

The Corporate Sustainability Reporting Directive (CSRD) is bringing new ESG reporting requirements for large companies. Listed companies, banks, and insurance companies with more than 500 employees and meeting specific financial thresholds will need to publish their first reports covering the 2024 financial year. These reports are due by 31st March 2025, and must be filed with the National Court Register by 15th July 2025.

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### UPCOMING EVENTS

- **Conference: Restructuring in the workplace** - 18 February 2025, 11:00-13:10, online. Registration: [here](#).
- **Webinar: Crossborder legal perspective on individual terminations: Poland and the UK** - 25 February 2025, 12:30-13:00, online. Registration: [tutaj](#).
- **Conference: Employment disputes** - 26 February 2025, 9:00-14:00, online. Registration: [here](#).
- **HR Lab Poznań: Pay transparency and DE&I in the workplace** - 26 February 2025, 11:00-14:00, on-site, Poznań. Registration: [here](#).
- **The road to transparency: Understanding pay transparency – key terms for salary review** - 27 February 2025, 11:00-11:45, online. Registration: [here](#).
- **PCS MeetUp: Preventing workplace bullying – new rules & what employers need to do** - 28 February 2025, 11:00-11:30, online. Registration: [here](#).