



Dear Readers,

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

COURT: PUBLIC CRITICISM OF THE PRIDE PARADE AND WOMEN'S CAREERS JUSTIFIES DISMISSAL

The District Court in Warsaw ruled that an employer justifiably dismissed an employee who publicly criticised equality initiatives and women pursuing professional careers. The employee made negative comments in internal messages and on the industry-specific website, targeting pride parades and referring to "feminist propaganda". Although the employee claimed he was exercising his right to free speech, the Court found his remarks to be socially harmful and inconsistent with the company's values. The Court made a clear distinction between expressing a personal opinion and openly showing hostility towards specific social groups in the workplace. Ruling of the District Court for Warszawa-Śródmieście of 14 April 2025, case no VIII P 699/23.

SIMPLIFIED RULES ON SOCIAL SECURITY RELIEF FOR EMPLOYER-SUBSIDISED MEALS

The Social Insurance Institution (ZUS) has taken a more flexible approach to social security exemptions for employer-provided meals. According to a recent guidance, employees using lunch cards or meal vouchers provided by their employer are no longer required to keep all receipts or statements of their purchases. ZUS now considers it sufficient for employers to have basic controls in place to verify that the funds are used appropriately. This could include random checks, and requiring employees to follow clear usage rules. Interpretation of ZUS in Gdańsk dated 10 June, 2025 no. DI/100000/43/543/2025 and DI/100000/43/444/2025.

FATHERS CAN TAKE OVER PARENTAL LEAVE MID-WEEK

A mother can give up the remainder of her maternity leave only after using it for at least 14 weeks, and only if the rest is taken by the child's father. One week of leave is counted as 7 calendar days. According to the Ministry of Family, Labour, and Social Policy (MRPiPS) the father's portion of maternity leave does not need to begin on a full-week basis. For example, the father can start his leave after the mother has used 14 weeks and 2 days of her leave. What is important is that his leave starts immediately after the mother ends hers – there can be no gap between them. Position of the Ministry of Family, Labour, and Social Policy stated on 27 May 2025.

DEREGULATION TEAM PROPOSES SIMPLER REMOTE WORK RULES

The deregulation team, led by Rafał Brzoska, has put forward a proposal to simplify remote work regulations. Key suggestions include removing the requirement to consult remote work policies with trade unions, standardising rules for parents of children under 4 and 8, and reducing employers' information obligations. Some of the suggested changes have been met with criticism from experts.

FRIDAY AFTER CORPUS CHRISTI - A PUBLIC HOLIDAY?

A new proposal has been submitted to the President's office, advocating for the introduction of additional public holidays in Poland. The petition suggests adding the following days to the list of non-working days: Holy Thursday, Good Friday, May 2nd, November 2nd, and December 31st. The petition argues that many businesses already operate on a limited basis during these dates, which supports the case for officially recognising them as public holidays.

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: PIP inspection - how to prepare and what to expect?** - 25 June 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Holiday working time** - 26 June 2025, 11:00-11:45, online. Registration: [here](#).
- **Webinar: Managing collective redundancies** - 30 June 2025, 10:00-11:30, online. Registration: [here](#).
- **On Unions with Unions: Monitoring union membership numbers – time to double-check** - 1 July 2025, 11:00 - 11:45, online. Registration: [here](#).
- **Modern Employer: Latest changes in labour law** - 3 July 2025, 11:00 - 11:45, online. Registration: [here](#).